

# WORKPLACE HEALTH AND SAFETY POLICY

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## Obligations and Commitment

We are committed to the improvement of Workplace Health and Safety performance and provision of a safe work environment for employees, contractors, customers and visitors. These commitments extend to ensuring that the organisation's operations do not place the general public at risk of injury or illness.

## Objectives

We will strive to eliminate workplace injuries and illnesses by:

- Providing safe items of plant and systems of work;
- Complying with relevant legislation and with other requirements placed upon the organisation or to which the organisation subscribes;
- Striving to eliminate hazards and reduce Workplace Health and Safety risk by identifying, and assessing hazards, and implementing effective controls;
- Providing accessible audio-visual and written resources for procedures, instructions, and training and ensuring effective supervision to employees and contractors to ensure that work tasks are performed in a safe manner;
- Building a culture of psychological safety where team members feel comfortable to speak up and are motivated to improve Workplace Health and Safety, for their team and company.
- Providing sufficient resources to meet the organisation's health and safety obligations;
- Striving to continuously improve Workplace Health and Safety management by developing and communicating the Midway Workplace Health and Safety Strategy, objectives, plans and performance measures; and
- Regularly reviewing performance against the targets set.

## Responsibilities

Each manager is responsible for:

- Implementing this policy in their area of control;
- Ensuring the provision and maintenance of safe work practices under their control;

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- Ensuring that workplace monitoring is conducted in accordance with internal and external requirements;
- Ensuring that employees and contractors are appropriately trained and competent to perform assigned tasks; and
- Ensuring that health and safety issues are addressed in a timely manner.

All employees and contractors are to:

- Take reasonable care of their own health and safety and the health and safety of others who may be affected by their actions;
- Follow all company health and safety policies and work procedures;
- Report all known or observed hazards, near-misses and incidents to their immediate supervisor or manager; and
- Actively participate in the resolution of health and safety issues.

## Consultation

The organisation is committed to consultation between management and employees/contractors. The organisation will consult with the elected employee health and safety representatives and those employees/contractors who are affected by any workplace change with health and safety implications.

## Application of the Policy

This policy is applicable to all Midway Limited operations and functions including those situations where employees are required to work off site.

## Policy Authorised by:

Signature:



Signed By: Tony McKenna

Position Title: Chief Executive Officer

Date: 15 February 2022