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## Occupational Health and Safety Policy

MA Deacon Engineers recognises that all employees, contractors, clients, and visitors should be provided with a safe and healthy work environment. We understand that work health and safety is an important part of how we conduct our business and is imperative to our ongoing success.

MA Deacon Engineers is committed to:

- Providing safe and healthy working conditions for the prevention of work-related injury and illness.
- Implementing measurable work health and safety objectives, targets and plans aimed at the continual improvement of our OH&S performance.
- Ensuring compliance with relevant OH&S Laws, Regulations, Codes of Practice, Guidelines, Australian Standards, and other requirements to which we subscribe.
- Providing opportunities for consultation and participation for all personnel in OH&S matters.
- Proactively supporting programs and processes that promote healthy lifestyle choices and protect staff from hazards that may cause work-related injuries, illness or psychosocial harm.
- Providing training to all personnel that may prevent work-related injury and illness and in the OH&S Management system.
- Application of a design approach that identifies hazards and reduces risks to persons who interact with plant prepared to our designs.

No work environment can be made safe merely by the publication of rules. Safety at work is both an individual and shared responsibility of management, employees, contractors, clients, and visitors.

Employees, contractors, and visitors must:

- Comply with all OH&S policies, procedures, and written instructions.
- Report all hazards, incidents, and accidents.
- Work and cooperate with management and others in meeting relevant statutory and other requirements.
- Not allow themselves, or others working with them, to be exposed to situations likely to cause injury or illness.

This policy is applicable to MA Deacon Engineers in all its locations, activities and functions including those situations where employees are required to work off-site where MA Deacon Engineers may also adopt any additional requirements of the responsible authorities for such sites.

Signed by:



Stephen Connell  
CEO  
18th December 2023