



# Work Health and Safety Policy

Safe, healthy, and responsible operations across all Ironbark EV activities.

## DOCUMENT VERSION

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## APPROVED BY

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## CONTACT

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## 1. PURPOSE

Ironbark EV is committed to providing and maintaining a safe and healthy working environment and to ensuring that its activities do not adversely affect the health and safety of any person. This policy outlines Ironbark EV's commitment to work health and safety, safe work practices and continual improvement.

## 2. SCOPE





This policy applies to all Ironbark EV operations, activities and workplaces, and extends to:

- > Employees, contractors and subcontractors engaged by Ironbark EV
- > Suppliers, service providers and delivery partners
- > Customers, visitors and members of the public
- > Any other persons who may be affected by Ironbark EV's activities

*This includes offices, warehouses, worksites, installations, deliveries, servicing activities and any location where Ironbark EV conducts business or engages others.*

## 3. POLICY STATEMENT

Ironbark EV is strictly committed to:

-  Complying with all applicable Work Health and Safety legislation, regulations and codes of practice
-  Providing safe systems of work and safe workplaces
-  Identifying hazards and managing risks associated with its activities
-  Preventing work-related injury, illness and incidents

### Psychosocial Health

Ironbark EV recognises that work health and safety includes both physical and psychological health. Ironbark EV is committed to identifying and managing psychosocial hazards, so far as is reasonably practicable.

### System Alignment

Ironbark EV's work health and safety systems are designed to be consistent with the principles of **ISO 45001 – Occupational Health and Safety Management Systems**, supporting a structured and systematic approach to safety management and continual improvement.

## 4. RESPONSIBILITIES



### Management

#### MANAGEMENT IS RESPONSIBLE FOR:

- Providing leadership, resources and oversight to support workplace health and safety
- Ensuring health and safety risks, including psychosocial risks, are identified, assessed and controlled
- Setting expectations for high standards of health and safety performance across all engagements
- Promoting a workplace culture that supports both physical and psychological health



### Workers & Others

#### EMPLOYEES, CONTRACTORS & OTHERS MUST:

- Follow safe work practices and instructions
- Take reasonable care for their own health and safety and that of others
- Report hazards, incidents and near misses promptly

## 5. SAFE WORK PRACTICES

Ironbark EV is committed to implementing safe work practices appropriate to the nature of its activities, which may include:

- ✓ Risk assessments and hazard identification
- ✓ Safe Work Method Statements (SWMS) where required
- ✓ Appropriate training, supervision and competency management
- ✓ Use of suitable personal protective equipment (PPE)
- ✓ Consultation and communication on health and safety matters



**Psychosocial Hazards:** Identification and management of work-related stress, fatigue, bullying and other risks to psychological health.

## 6. INCIDENT REPORTING

**All incidents, injuries, hazards and near misses must be reported promptly.**

Ironbark EV will:

- Investigate incidents to identify root causes
- Implement corrective actions to prevent recurrence
- Maintain records in accordance with legislative requirements

## 7. SUBCONTRACTOR AND SUPPLIER HEALTH AND SAFETY STANDARDS

Where subcontractors, suppliers, or service providers are engaged, Ironbark EV requires a high standard of workplace health and safety to be maintained to ensure the safety of all personnel and the public.

### Key Requirements Include:

- ✓ Ensuring personnel are suitably qualified, trained, and competent
- ✓ Holding appropriate licences, certifications, and insurances
- ✓ Preparing and complying with Safe Work Method Statements (SWMS)
- ✓ Complying with site-specific safety requirements and legislation

*Ironbark EV may take reasonable steps to verify compliance and monitor safety performance where practicable.*

## 8. CONSULTATION AND CONTINUOUS IMPROVEMENT

### Consultation

Ironbark EV supports consultation and communication on health and safety matters. We actively encourage participation from employees and contractors to identify hazards and improve safety outcomes.

### Continuous Improvement

We are committed to the continual improvement of our work health and safety systems. This policy is reviewed periodically to ensure it remains effective, current, and aligned with organisational objectives and legislative requirements.

**i** A more comprehensive definition and specific procedural details are available in our internal systems.