Work Health & Safety Policy

Micromax Pty Ltd (MMX) recognises its moral and legal responsibility to provide a safe and healthy work environment for employees, contractors, customers and visitors. This **commitment** extends to ensuring that the organisation's operations do not place the local community at risk of injury, illness or property damage. MMX commits to continuous improvement in WHS management in order to eliminate workplace injury and illness.

This policy is **communicated** to all staff through an electronic controlled copy placed on the company intranet with other relevant management system manuals, and placed on common area noticeboard/s. This policy is made available to the public via the company website.

The **objectives** of this policy:

- Provide safe equipment and systems of work;
- Provide written procedures and instructions to ensure safe systems of work;
- Ensure compliance with legislative requirements, current industry standards and the requirements of ISO 45001:2018 - Occupational Health and Safety Management Systems;
- Provide information, instruction, training and supervision to employees, contractors, visitors and customers to ensure their safety;
- Provide support and assistance to employees; and
- Continually improve WHS systems materials and performance through predetermined targets and objectives.

Each management representative is accountable for implementing this policy in their area of **responsibility**. This will be measured via the Executive Management governance meetings. Management is responsible for:

- The provision and maintenance of the workplace in a safe and secure condition;
- Active involvement in the development, promotion and implementation of health and safety policies and procedures;
- Training employees in the safe performance of their assigned tasks; and
- The provision of resources to meet the health and safety commitment.

The Employees are to:

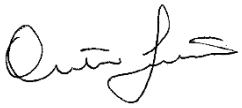
- Follow all health and safety policies and procedures; and
- Report all known or observed hazards to their immediate supervisor or manager.

This policy is **applicable** to MMX in all its operations and functions including those situations where employees are required to work off site. MMX is committed to **consultation** and co-operation between management and employees. MMX will consult with elected Employee Health and Safety Representatives and employees in any workplace change that will affect the health and safety of any of its employees or the operating functions of any of its sites.

This policy will be **implemented** through a WHS program, which includes:

- Active involvement and commitment of managers;
- Identification and control of hazards;
- Investigation and reporting of all accidents and dangerous incidents;
- Participation of and consultation with workers on safety matters of significance;
- Provision of first aid and emergency procedures;
- Provision of information, training and supervision as necessary for safety.

This Policy will be **reviewed** every 12 months, when required by changes in legislation, or when company operations require it. If altered, workers will be consulted and notified of changes.

Signed:  (Director) Date: 24/9/2026

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