

# WORK HEALTH AND SAFETY POLICY



Image Resources (or “the Company”) has a responsibility for the health and safety of all employees, contractors and visitors in its workplaces. In fulfilling this responsibility, the Company has a duty to provide and maintain a working environment that is safe and ensure that hazards and risks to health and safety are understood, controlled, minimised and/or eliminated.

To meet the objectives of this policy, Image Resources is committed to providing mechanisms for two-way communication and consultation between the Company and its employees and contractors on Work Health and Safety matters with the aim of promoting and maintaining a healthy and safe workplace. The Company believes Work Health and Safety policy objectives are most effectively achieved through a joint approach between the Company and its employees to create and maintain a safe working environment.

## **The Company, through its managers and supervisors commits that it will:**

- Establish and maintain Work Health and Safety management systems and procedures to provide safe and healthy working conditions for the prevention of work related injury and ill health;
- Communicate this policy to all employees, contractors and stakeholders and ensure all are aware of their Work Health and Safety responsibilities and obligations;
- Comply with all applicable health and safety legislation and other requirements;
- Ensure open and constructive health and safety consultation and communication with employees, contractors, visitors, suppliers, customers and the communities in which they operate;
- Identify health and safety hazards through reviews and audits and implement improvement programs to minimise or eliminate the risks associated with those hazards;
- Provide adequate and appropriate resources for the effective implementation of all safety and health requirements and to sustain and continually improve health and safety management and performance;
- Safeguard the Work Health and Safety of all people at work by providing appropriate supervision, information, instruction, training, equipment and environment.

## **Employees and Contractors;**

- Have a duty to ensure the health and safety of themselves and others in the work place;
- Must conduct appropriate level of risk assessment prior to undertaking tasks;
- Must stop work if the task is not able to be conducted safely;
- Must comply with the safe systems of work provided;
- Must follow all reasonable instructions and directions;
- Must not wilfully interfere with or misuse Company property or facilities provided in the interest of health and safety; and
- Must as soon as practicable, report to their supervisor and/or manager, any and all incidents, injuries, hazards and near misses occurring at the workplace.

## **Visitors must:**

- Not put themselves or any of our employees at risk;
- Abide by all Image Resources safety policies and procedures;
- Not enter restricted areas without permission from authorised personnel.

Image Resources seeks cooperation and commitment from all Employees, Contractors and Visitors in achieving our health and safety objectives and creating a safe working environment.

On behalf of the board of Image Resources NL

A handwritten signature in blue ink, appearing to read "Patrick Mutz".

Patrick Mutz, Managing Director

7 September 2022