



iContracting

HEALTH & SAFETY POLICY

iC-0000-HS-POL-0001

If a task cannot be completed safely, it cannot be completed.

It is the strong belief of iContracting that we have an incumbent obligation to operate safely and without causing harm to people and property. As an organisation and as individuals, we must take all necessary measures to ensure the health and safety of our employees, contractors, stakeholders and the general public.

iContracting are committed to:

- Providing and maintaining a safe working environment and equipment that is suitable for the task.
- Fulfilling our legal requirements including complying with the relevant statutory requirements, codes, standards and guidelines, together with the requirements of ISO 45001:2018
- Eliminating hazards and reducing OHS risks by setting and reviewing measurable health and safety objectives and targets.
- Adopting a consultative approach with employees and other stakeholders relating to occupational health and safety matters to aid the decision-making process.
- Educating our employees on OHS and being prepared to explain safety policies and procedures.
- Ensure that our employees are equipped and competent to perform the tasks they are assigned.
- Effectively managing the rehabilitation of employees injured in the workplace.
- Continually improvement of our OHS management system.

It is the responsibility of every employee and contractor of iContracting to:

- Intervene when they witness an unsafe, or potentially unsafe act or event, or when they are not personally satisfied that the controls in place are sufficient to mitigate or eliminate risks.
- To promote a supportive and cooperative health and safety culture through words, actions and attitude.
- Take the time to contemplate the risks involved in a task or action, and ensure controls are in place to eliminate or minimise those risks to an acceptable level before commencing that task or action.
- To report all health and safety incidents, near misses, and improvement suggestions, regardless of how minor or trivial they may seem.
- To continually analyse and act on our health and safety performance in order to improve our processes and systems.
- To ensure that they understand and comply with our health and safety policies and procedures and all applicable laws, regulations and standards.

Craig Mack

Managing Director

Date: 20th January 2026

Next Revision Date: 18th January 2028