



WORK HEALTH AND SAFETY POLICY

STATEMENT

PLEXXCON is a commercial construction company, the health and safety of workers under our control and people affected by our work is the highest priority during work performed by or on behalf of PLEXXCON.

We promote a positive safety culture through leadership that empowers workers to consult and cooperate on matters affecting workplace health & safety. Our culture, leadership and commitment to work health and safety is demonstrated by;

- Valuing and encouraging feedback on how individuals feel, think, and believe in safety without fear of retribution.
- Observing the behaviours exhibited by workers and promoting everyone to carefully consider the implications of their actions for their own and fellow workers' safety.
- Rewarding workers who are proactive and find better ways of improving hazard controls.
- Promoting the company's determination to continually improve and enhance our reputation for providing a workplace where people want to work since they know it is healthy & safe.

OBJECTIVE

In addition to complying with relevant Work Health & Safety Legislation, Regulations and Codes of Practice, the primary objective of our Work Health & Safety policy is to work towards an accident-free workplace where health and safety is an integral part of our everyday work-life.

SCOPE

Every worker has no more important a duty and responsibility than to ensure, within their capacity, that their work is carried out safely and efficiently. This policy applies to everyone working for or with PLEXXCON, including all employees, labour hire staff, contractors, volunteers, agents, subcontractors (collectively referred to as "workers") and visitors to PLEXXCON unless stated otherwise. In order to achieve our objectives, PLEXXCON will:

- Take all reasonably practicable steps to provide a safe and healthy workplace.
- Identify risks in the workplace and implement control measures in accordance with the hierarchy of control to, as far as reasonably practicable eliminate or reduce those risks.
- Implement, plan, document, review and maintain our ISO 45001 certification and Office of the Federal Safety Commissioner Accredited Work Health & Safety Management System to achieve continual improvement.
- Provide ongoing training and education to workers to equip them with the skills to meet their health and safety responsibilities.
- Establish and review measurable objectives and targets to ensure continued improvement.

Management must:

- Follow policies, procedures and safety instructions issued by PLEXXCON.
- Perform their roles and responsibilities under the Work Health & Safety Management System
- Take reasonable care to ensure the health and safety of themselves and others at work.



PLEXXCON



- Prepare, document, implement and regularly review a project specific Health and Safety Management Plan

All workers must:

- Follow policies, procedures and safety instructions issued by PLEXXCON.
- Perform their roles and responsibilities under the Work Health & Safety Management System
- Take reasonable care to ensure the health and safety of themselves and others at work.
- Only carry out authorised tasks for which they are trained and comfortable in undertaking
- Comply with any reasonable Work Health & Safety instruction or direction by their manager.
- Report and record all incidents (including incidents of violence or bullying) and hazards that may cause injury or illness to a direct supervisor or the Director.
- Participate in any training or seminars provided to support the objectives of this Work Health & Safety policy.
- Engage in consultation on Work Health & Safety issues or information.
- Co-operate with any return-to-work plan developed for injured workers.
- Plan for work activities and implement Work Health & Safety controls that are suitable to each situation.
- Promote open and honest communications between management and all workers.

Reviewed and Approved: Peter de Vuyst

Date: August 2023

Next Review: May 2024



QUALITY POLICY

STATEMENT

At PLEXXCON, we take pride in our high standards of quality assurance and our technical abilities across all areas of the business. Through ensuring that our staff are highly proficient in their individual fields, and dedicated to providing the highest level of professional services, we thrive on repeat business and meeting the highest regulatory requirements.

OBJECTIVE

To build on our reputation for providing quality construction products and services and delivering facilities of all scales and complexity to the satisfaction of our customers by adhering to, or exceeding all legislative, statutory, and contractual obligations.

SCOPE

This policy applies to everyone working for or with PLEXXCON. This includes employees, contractors, and any other third parties who act on the company's behalf to help PLEXXCON work towards their objectives (Staff). As a group, dedicated to the highest professional services we will:

- Maintain and improve our Management Systems to meet and exceed compliance with ISO9001, ISO45001 and ISO14001.
- Ensure employees are clear on their responsibilities and performance measures.
- Train and develop the skills of our employees to ensure the business is supported by competent and skilled people capable of achieving the objectives of today, and future growth tomorrow.
- Review our performance.
- Undertake improvements.
- Provide and improve on the delivery of quality facilities and client satisfaction.

Reviewed and Approved: Peter de Vuyst

Date: August 2023

Next Review: May 2024



ENVIRONMENTAL POLICY

STATEMENT

PLEXXCON recognises the importance of sustainability and environmental awareness to deliver long-term social, economic, and environmental benefits to the company and the community. The success in PLEXXCON'S environmental policy stems from the company's enthusiasm for driving positive change.

By being part of an evolving industry, PLEXXCON recognises the importance of keeping ahead of factors affecting not only our field, but the greater community. By making environmentally sound choices, this has led to a heightened awareness of our impact on resources. PLEXXCON accepts the responsibility of seeking to make sustainable work practices commonplace, with ambitions to become leaders in an environmentally conscious construction industry.

OBJECTIVE

The objective of this policy is to minimise the risk of adverse environmental impacts, continually improve the engagement of all people working with PLEXXCON regarding ways to reduce the footprint of our operations and construction and promote best practice across the company.

SCOPE

This policy applies to everyone working for or with PLEXXCON. This includes employees, contractors, and any other third parties who act on the company's behalf to help PLEXXCON work towards their objectives (Staff).

In order to achieve our objectives, PLEXXCON will:

- Maintain and continually improve the company's Environmental Management Systems to comply with ISO14001.
- Comply with all relevant environmental legislation (Federal, State, Local) and regulations relating to PLEXXCON activities.
- Establish measurable objectives and targets to ensure continued improvement.
- Promote the willing participation and education of all employees, subcontractors, suppliers, clients and consultants across all PLEXXCON sites and operations in a positive, environmentally aware and responsible culture.
- Mitigate foreseeable adverse environmental and social consequences through a systems-based approach across all levels of the company.
- Demonstrate leadership and initiative in identifying, implementing, and promoting positive practices to benefit the environment.

Reviewed and Approved: Peter de Vuyst

Date: August 2023

Next Review: May 2024