

Workplace health, safety & welfare policy

Legislative Compliance

We recognise our duty of care under all Work Health Safety legislation and are committed to providing a safe and healthy work environment, workplace activities and plant and equipment for all Employees, Customers, Contractors and the local community.

The Work Health Safety system will be based on a Risk Management approach and will ensure legislative compliance is maintained and all employees have an input into the risk management process.

Overall Management System

The Health & Safety Management System is designed to comply with the requirements of ISO45001 2018 Occupational Health & Safety Systems.

The Work Health Safety system is integrated with the Quality Management System, Environmental Management System and other strategic business plans, to form our Integrated Management Systems. Our Work Health Safety Policy and procedures includes references to other company policies and procedures as required. The Work Health and Safety system will be reviewed yearly or as required when there are changes to legislative requirements.

Scope

The scope of our Health & Safety Management System applies to Advanced Electric Solutions for the provision of electrical contracting and maintenance services, and the design and assembly of switchboards, motor control centers and control panels.

Our Health & Safety Management System applies to all products and services offered by our organisation, at all sites under the control of the organisation within South Australia and affects all direct employees and representatives of the company.

Continuous Improvement

We are committed to continuous improvement in all areas of work health safety and aim towards a goal of zero harm to people and their environment, though eliminating all hazards and reducing work health safety risks. In doing so, we are committed to fulfilling legal requirements and any other requirements.

All programs within the system will have documented plans that include measurable objectives, targets and performance indicators. Documented evidence will be maintained to provide evidence of continuous improvement in the implementation of the system which will lead to the elimination of hazards, accidents and incidents occurring within the work environment.

Hazard Management and Consultation

We will ensure a hazard management approach to our business in relation to Work Health Safety including Psychosocial and Injury Management. Implementation of hazard identification, assessment of risks shall involve all relevant staff and all hazards and risks shall be assessed, documented and communicated to all staff involved in the work.

Commitment for Resources

We will provide adequate resources and training for the establishment and on-going effectiveness of a Work Health Safety Committee.

We will utilize the appropriate external and/or internal expertise when required to provide information or hazard management.

Communication

This policy shall be communicated to all new employees on their first day of employment and is displayed in several prominent locations.

ISSUE DATE	11/09/2025	AUTHORISED BY	Matthew Childs	FILE REFERENCE	IPR001C
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Responsibilities and Accountabilities

We expect all employees, visitors, contractors and other people on our work sites to comply with Work Health Safety requirements when on our site.

Senior Management, Managers, Supervisors & Team Leaders shall ensure that all persons for whom they are responsible, work in a safe manner and that work is undertaken in a safe environment.

All employees shall be actively involved in the Work Health Safety program to minimize risks and to provide input into the development of safework procedures.

Employees shall take reasonable care to protect their own health and safety by complying with endorsed safe work procedures and other Work Health Safety requirements.

Employees shall do their utmost to ensure that the Health and Safety of other persons is not compromised through any act or omission on their behalf.

Employees shall cooperate with reasonable instructions issued for the protection on their personal work health and safety, and for the health and safety of others at the workplace.

Every employee should expect to be able to work safely and without injury; managers have an obligation to ensure they are able to do so. Working safely is also an accountability of every employee.

Employees will participate in training, report psychosocial risks, and support colleagues in maintaining a healthy work environment.

All staff will regularly assess workplace factors impacting mental health, such as workload, job insecurity, interpersonal conflicts, and organizational culture

In the event of an accident, injury, damage or near-hit incident occurring, full details of the incident shall be immediately reported to Senior Management, Human Resources and the Safety Officer, who shall comprehensively investigate the incident and implement or recommend appropriate action to avoid any recurrence.

All personnel shall receive appropriate and adequate training to enable them to carry out their work safely, without risk to themselves or to others at the workplace.

Signed: _____



Date: 11 September 2025

Matthew Childs – Managing Director

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