

WORK HEALTH SAFETY AND ENVIROMENTAL POLICY (IN ACCORDANCE WITH AS/NZS 45001 AND ISO 14001)

CiteCon is committed to providing a safe, efficient and environmentally friendly workplace. To maintain a safe and environmentally workplace, no task, project or service shall have such priority that time cannot be spared to perform all works safely and with no harm to the environment.

CiteCon Objective is to:

- Provide a safe and healthy workplace for all its workers, contractors, and visitors to workplaces under its control.
- To comply with statutory requirements and standards when undertaking any works.
- Define roles and responsibilities for work health and safety.
- Establish objectives and targets that will eliminate work-related incidents in relation to our activities, products and services.
- Ensure that communication and consultation are maintained effectively with workgroups, clients, and public members regarding Safety and Health.
- Ensuring that Policy, Systems, and work methodologies are assessed, controlled and monitored to minimise risk to all persons and environmental aspects exposed to activities for which CiteCon has influence and control.
- To commit to protecting the environment and preventing pollution.
- To use materials that minimise impact to the environment, with a focus on zero harm.
- Prevent or minimise the spread of communicable diseases, such as COVID, through effective management processes.

CiteCon will take all steps necessary to ensure that its activities do not compromise its commitment to providing a safe work environment.

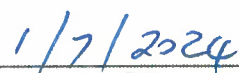
The Health Safety and Environmental Policy receives the highest priority from the organisation's senior managers, and this priority is communicated to all personnel connected with the company.

Management will implement this Policy by taking a genuine interest in developing effective systems for the environment and safety by improving work conditions through consultation with workers and other persons at the workplace. Also, encouraging all staff to participate; Ensuring that all incidents are investigated to discover and develop strategies to prevent reoccurrence; Providing safety education and training programs throughout the organisation.

Workers will actively participate by taking responsibility for their health safety and environmental care and their fellow workers by following instructions, all safety rules, and work health and safety procedures. Workers are encouraged to communicate and report all hazards and actively participate in consultation to minimise risk.

All incidents that impact the environment or are a physical or psychological work-related injury or illness are to be reported to management so that appropriate action can be undertaken to prevent a reoccurrence and implement better risk management strategies.



Director (sign)

Date