

GANDEN Pty Ltd is committed to ensuring the health, safety and welfare of its employees, suppliers, contractors and others by upholding the principles and practices of the requirements set out within the AS/NZS 4801:2001 & ISO 45001:2018 Occupational Health & Safety Management System standard. GANDEN's key WH&S goal is to achieve:

**“No Harm, Always”**

In order to achieve this goal GANDEN commits to:

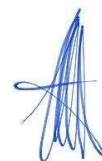
- Providing a safe and healthy workplace for our employees, contractors, and visitors to our premises and project activity sites.
- Identifying, promoting and striving to achieve best practise in work health and safety (WHS) management and **continually improving** the WHS performance of our operations.
- Identifying and assessing WHS hazards and risks associated with our activities and acting to eliminate these risks.
- Establishing measurable objectives and targets to ensure continued improvement aimed at elimination of work-related injury and illness in relation to our activities.
- Formally monitoring, auditing, reviewing and reporting our WHS performance against defined objectives.
- Meeting, and where possible, exceeding all legislation, regulation and client requirements in relation to work health and safety.
- Providing appropriate information, awareness, education, training, supervision and resources including safe working systems supported by documented safe work procedures to ensure clear understanding of roles, responsibilities and accountabilities for minimising safety risks.
- Consulting with employees, contractors and our clients to improve decision-making on safety matters.
- Periodically reviewing and revising our WHS Policy and procedures to maintain their relevance.

Allocation of responsibility in relation to this policy is detailed in 'POL01-1 WHS Allocation of Responsibility'.

Managers are responsible for implementation of this policy. It is their responsibility to ensure that personnel who report to them are provided with the necessary instruction, training and resources to implement the Policy and hold them accountable to do so.

Employees must take responsibility for their own health and safety and that of their fellow workers to the extent of their capability by following all safety rules, procedures and instructions including reporting of all accidents and incidents to management.

This policy is communicated to all personnel, is available from our website and displayed in our corporate offices.



Darron Nutt  
Managing Director  
GANDEN Pty Ltd  
15 September 2025

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POL01	9.0	Frederick Wecker	Darron Nutt	15/09/2025