



# Health, Safety & Wellbeing Policy

Symal Group Limited

Date of adoption: 1/11/2024

## 1. Purpose and Scope

The health, safety and wellbeing of Symal employees, and those who may be affected by our undertakings, is fundamental to our operations. This policy communicates the commitments Symal makes to health, safety and wellbeing.

## 2. Definitions

‘Symal’ means Symal Group Limited and all its subsidiaries.

‘Employee(s)’ means a full time, part time, casual or volunteer employee of Symal and includes contractors and agents of Symal.

## 3. Policy

Health, safety and wellbeing are an integral part of our everyday work-life and every employee has no more important responsibility than to ensure that their work is carried out safely and in line with our values.

Our health, safety and wellbeing commitments include:

- Providing working conditions that prevent work related injury and ill health.
- The development and review of targets and objectives to ensure that:
  - Leadership Commitment is felt within the workforce through active participation in the HIRAC process.
  - Communication and Consultation with the workforce is effective and promotes positive feedback.
  - Risk Management controls are implemented and assessed regularly for effectiveness.
- Complying with relevant Health, Safety and Wellbeing legislation.
- Eliminating hazards and reducing risks as far as reasonably practicable.
- Training and developing employees to achieve business objectives.
- Ensuring employees are informed and aware of their responsibilities.
- Providing a workplace that promotes resilience and supports mental wellbeing.

- The application of proactive health monitoring
- Communicating our obligations as well as the rights and obligations of employees to achieve a person centred and collaborative approach resulting in positive rehabilitation and return to work outcomes.
- Providing a workplace that promotes fitness for work, ensuring that employees are free from the effects of alcohol, drugs, and fatigue.