

Health & Safety Policy

Thejo Australia Pty Ltd believes safety is a core value and is committed to conducting work activities in a manner which prevents personnel, contractors, clients, and visitors from being exposed to hazards.

Thejo Australia are committed to establishing and maintaining an Occupational Health and Safety Management System that ensures compliance to legal and other requirements, which aligns with the requirements of ISO 45001:2018. Thejo Australia will do this by ensuring we:

- consult, listen, collaborate, and respond openly with our workers, contractors, clients, stakeholders, and interested parties on all internal and external issues identified to uphold a positive safety culture;
- evaluate and establish mitigation strategies to support the prevention of incidents by eliminating hazards and reducing Occupational Health and Safety risks by using the Hierarchy of Controls to reduce the risk to as low as reasonable possible (ALARP);
- strive to improve health and safety performance by using a process of continual improvement to implement change and meet our health and safety measurable objectives and targets;
- actively respond to and ensure all accidents and incidents are investigated to determine the root cause and implement corrective actions aimed at elimination of work-related injury and illness;

- provide and maintain the work site, plant, equipment, and systems of work, so employees are not exposed to risk;
- provide information, instruction, training, and supervision to employees to enable them to perform their tasks without risk; and
- provide resources to consult and cooperate with health and safety representatives, workers, and individuals.

Thejo Australia workers will:

- adopt safe work practices, comply with all safety and health policies and procedures, and report all safety hazards and unsafe work practices observed or identified;
- have the authority to stop work if there is any question related to safety or operational risk without fear of repercussion for doing so; and
- take all reasonable care for their own safety and for the safety and health of others at all times.

Non-compliance with this Policy may result in disciplinary action which could include termination of employment.

Approved: 08/01/2021

Revision No. 1

A handwritten signature in black ink, appearing to read 'Shine James', is written over a set of three parallel horizontal lines.

Shine James
Managing Director