



Work Health and Safety Policy

One of Base Quadrant's most important values is conducting our business with the utmost care for the health, safety and wellbeing of our employees, our partners, contractors, and customers' personnel and the people in the communities where we work.

Safety, health and wellbeing is a line responsibility, requiring active ownership of every manager and supervisor and their employees. Through their leadership Base Quadrant will:

- 1) Implement the Integrated Management System.
- 2) Educate and coach managers, supervisors and employees in the IMS, the annual objectives, key performance indicators and hold them accountable for their performance.
- 3) Establish a culture to continually improve our IMS, and ensure compliance with all relevant WHS Legislation, Approved Australian Standards, Codes of Practice, and other relevant industry requirements applicable to our business activities, systems are aligned with the principles and relevant requirements of ISO 45001.
- 4) Adhere to and follow D-COM. (Direction, Competence, Opportunity and Motivation) principles.
- 5) Create a consultative process with workers to encourage participation and ownership of risk management.
- 6) Ensure that all events are reported and investigated to fix and improve the IMS and not establish blame.
- 7) Identify and provide effective rehabilitation programs,
- 8) Provide and maintain a safe workplace.
- 9) Respect our contractor's responsibility to effectively manage their work and understand and manage risk imposed by our work scope or our clients.

All workers are required to:

- 1) Implement the IMS and adhere to D-COM principles.
- 2) Own their work and their work environment to prevent harm.
- 3) Pause work when there is a concern that may cause harm.
- 4) Participate in processes or share information to improve the IMS.
- 5) Take reasonable care for their own health and safety in the workplace.
- 6) Take reasonable care for the health and safety of others who may be affected by what they do or don't do.
- 7) Follow any reasonable health and safety instructions from Base Quadrant
- 8) Ask if they're not sure how to safely perform their work or task.
- 9) Report any hazards, injuries, unsafe and/or unhealthy situations to their supervisor.



This policy is reviewed annually and communicated throughout our organisation and available to relevant interested parties.

A handwritten signature in black ink, appearing to read 'Laif Jones'.

Laif Jones
Director
Date: 23rd September 2026