



## Health and Safety Policy

# Coteq Support Services

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### Issue Control

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21/10/2025	1.0	First Issue

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## Policy Statement

At Coteq Support Services, we are committed to protecting the health, safety, and well-being of our employees, contractors, clients, and stakeholders. Our work involves:

- the design, integration, commissioning, and support of automation and control systems in high-risk environments such as water, power, and energy infrastructure.

We recognise the critical importance of effective Occupational Health and Safety (OH&S) management and are fully committed to meeting the legal requirements thereof.

## Our Commitments

### 1. Prevention of Injury and Ill Health

We aim to eliminate hazards and minimise OH&S risks associated with working in both office and complex and often hazardous utility environments by implementing risk-based controls and safe systems of work.

### 2. Compliance with Legal and Regulatory Requirements

We will comply with all relevant OH&S legislation, industry standards, and client-specific safety requirements across the utilities sector.

### 3. Leadership and Worker Engagement

Unconditionally we promote a culture where safety is a core value, led by example from management and supported by active participation, consultation, and involvement of our workforce at all levels.

### 4. Continual Improvement

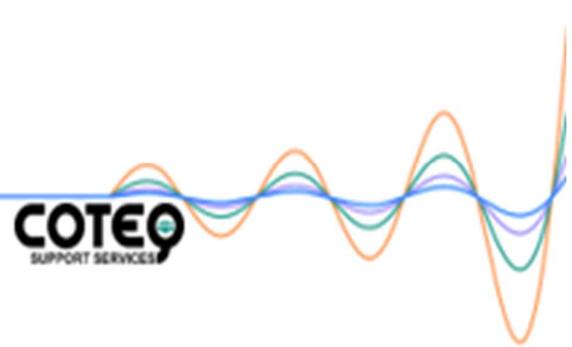
We are dedicated to the continuous improvement of our OH&S performance through the regular review of safety metrics via audits, lessons learned assessments, and ad hoc feedback from all teams.

### 5. Competence and Awareness

We will ensure that all employees, especially engineers and field technicians, are trained and competent to carry out their duties safely in various utility environments, including waste treatment and water production sites.

### 6. Safe Project Delivery

Our project and service delivery processes will integrate OH&S risk management at every stage, from design and development to pre and post commissioning activities.

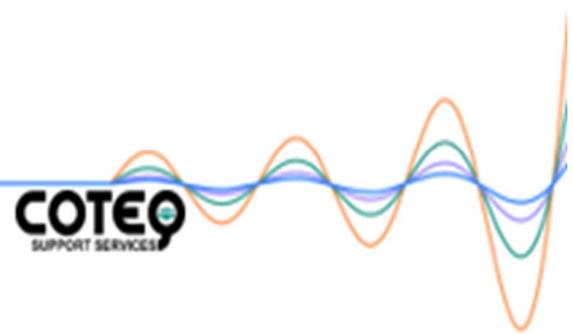


## Scope

This OH&S policy applies to all activities undertaken by Coteq Support Services, including engineering, site installation, commissioning, maintenance, and remote support services for automation and control systems in the utilities sector.

## Monitoring and Review

COTEQ Support Services compliance manager is responsible for monitoring the effectiveness of this policy and will review the implementation of it on a regular basis, or in response to significant changes in operations or legislation. They will assess its suitability, adequacy, and effectiveness.



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