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# Occupational Health & Safety Policy

Knights Mechanical Services (KMS) are committed to improving our occupational health and safety (OHS) performance by enhancing OHS across our operations and managing our OHS risks. To achieve this, we have adopted an Integrated Management System (IMS) in compliance with AS/NZ ISO 45001: 2018 and the Fair Work Act 2009.

From an OHS perspective, the purpose of our IMS is to provide a framework that will prevent death, work-related injury and illness, and provide and improve a safe and healthy workplace for all persons working under our control. The IMS will also assist to fulfil our compliance obligations and achieve our OHS objectives. The top management of KMS are accountable for the effectiveness of our IMS. We place emphasis on fitness for work including drugs, alcohol and fatigue management.

We are dedicated to achieving the following OHS objectives:

- **Zero Harm:** Promote a culture that proactively identifies hazards and risks, seeks to eliminate them or puts appropriate control measures (using the hierarchy of controls) in place to minimise their potential effects. We are committed to providing a safe and healthy workplace to prevent death or work-related injury and illness.
- **Participation & Consultation:** Ensure persons working under our control (and their representatives) are informed, consulted and encouraged to participate to share their views during OHS decision making.
- **Maintaining Compliance:** Ensure KMS consistently complies with the relevant OHS and employee relations laws, standards, awards, codes and our contractual obligations.

When planning for our IMS we consider our internal and external issues, our interested parties, and the needs and expectations of these interested parties to determine the OHS and employee relations risks and opportunities related to our IMS which need to be addressed. Our OHS performance is monitored, measured, analysed and evaluated. We communicate information relating to our OHS performance both internally and externally, as identified in our communication processes.

We determine the necessary competence of persons doing work under our control that may affect our IMS and our ability to fulfil our OHS obligations. We ensure these persons are competent on the basis of appropriate education, training and experience.

KMS select operational control methods that are necessary to ensure our processes are effective and achieve their desired result. We control planned changes and review the consequences of unintended changes, taking action to mitigate any adverse effects, as necessary. We ensure that outsourced processes are controlled or influenced.

KMS are committed to fulfilling our compliance obligations and continually improving our IMS to enhance our OHS and employee relations performance. As the Director of KMS, I ask that you follow in our footsteps to support our OHS Policy.

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**Craig Knight**  
Director  
Knights Mechanical Services (KMS)