

## Work Health and Safety (WHS) Policy

### WHS Statement

At HATS, a commitment to Work Health and Safety (WHS) is part of our approach to doing business. We always consider and prioritise the health and safety, including mental health and wellbeing, of HATS personnel, our clients and their stakeholders and the environment when carrying out our work.

At HATS we strive toward a goal of zero safety incidents.

### WHS Commitments

At HATS we ensure the health and safety, including mental health and wellbeing, of HATS personnel and we do not put the health and safety of other people at risk. To achieve this, we commit to:

- providing a safe work environment
- providing and maintaining adequate facilities
- providing safe ways of working
- providing and maintaining safe machinery
- providing any information, training, instruction or supervision needed for safety
- monitoring the health of personnel and conditions at the workplace

### Responsibility

HATS considers all HATS personnel as responsible parties in meeting the commitments stated in this policy to achieve our goal of zero safety incidents. Ultimate responsibility of this policy and any supporting documents and procedures lie with the Directors of HATS.

All HATS personnel and sub-consultants are obligated to:

- Understand this policy, the stated commitments and their responsibility to meeting these commitments
- Follow this policy, WHS Management Plan, associated procedures and WHS instructions
- Take care of their own health and safety and take care not to do anything that could hurt others

### Supporting documents

The specific systems and processes that are required to be followed in order to achieve the commitments made in this policy are defined in the HATS WHS Management Plan and the level of conduct of the involved parties is defined in the Directors and Employees Codes of Conduct.

### DIRECTORS SIGNATURES

5 April 2023

  
Ryan Singh

  
Jiri Herza

  
James Thorp