WORK HEALTH & SAFETY POLICY

O'LEX CIVIL CONSTRUCTION

At O'Loughlin Excavations Pty Ltd is Trading as OLEX Civil Construction, we are committed to the health, safety and wellbeing of our workers and strives to ensure that we demonstrate genuine care for our people at all levels of the business's civil construction and traffic management services while meeting the requirements of ISO 45001. We have implemented a Integrated Management System (IMS) that aligns with the ISO 45001 Standard and enables us to promote a strong safety culture that effectively prevents accidents, by performing systematic identification of hazards through risk assessments and manage them with appropriate risk controls.

The responsibility for managing health and safety ultimately rests with the person in control of the business or undertaking (PCBU), directors and senior management, which includes the implementation of this policy and supporting safety management system. We believe that all workplace injuries, illnesses and incidents within our control are avoidable when using our 'Stop 'n' Think' principle by providing a safe workplace culture.

OLEX Civil Constructions is aims to have a positive safety culture that is committed to:

- Ensure the business complies with all relevant health and safety legislation, associated codes, applicable standards and are aligned to ISO 45001 applicable to our activities.
- Implement risk and hazard management systems which is relevant to the organisation, its activities, and services, to ensure that risks to health and safety are eliminated, so far as is reasonably practicable, as to eliminate or minimise any potential risks that may lead to injuries, illnesses, and property damage, with lessons learnt communicated within the organisation.
- Establish, monitor and review measurable objectives and targets by monitoring and reporting all safety incidents and accidents aimed to reduce the likelihood of recurrence and to eliminate work-related injury and illness.
- Continuous improvement of the safety management system through regular evaluation, audit, review and customer/employee satisfaction with regard to safety performance. Our commitment to ongoing improvement drives us to implement corrective actions and preventive measures, leading to better performance and increased safety culture.
- Working with our clients, contractors, and stakeholders to help them achieve their health and safety requirements and objectives.
- Protecting workers from reprisals when ceasing work to unsafe activities where required and reporting incidents, hazards, risks and opportunities.
- Assist injured employees through the provision of proactive return to work management.
- Encourage participation, consultation and communication with all workers and interested parties in relation to developing measures to improve health, safety and wellbeing at work and provide a safe working environment for all personnel within works locations associated with our organisation.
- Adopting a communicative and consultive approach to safety throughout the organisation in providing training, information to employees and subcontractors to have the appropriate skills, knowledge and competencies to undertake their work activities in a safe and healthy environmental.
- Provide appropriate resources, including internal and/or external expertise, safety equipment and personal protective equipment to achieve a safe workplace.
- Ensure that all Managers and Supervisors remain directly responsible and accountable for the health and safety of workers within the areas under their control..

All workers will:

- Take reasonable care for their own health and safety.
- Adhere to workplace safety policies, procedures and safe work instructions.
- Stop work where there is a risk to their or others wellness, health or safety.
- Report all incidents and injuries, any unsafe conditions and hazards as they become apparent, knowing there will be no reprisals.
- Use safety equipment and personal protective equipment as instructed.
- Actively participate in consultation and communication processes related to health and safety, including participate training.

This policy will be reviewed annually by Senior Management and will be communicated to all staff and external providers and be available to interested parties upon request.

Dwane O'Loughlin
Managing Director, August 2026

