



CORE CIVIL & MINING SERVICES PTY LTD

ABN 67 689 785 224 | 2/86 Great Eastern Highway, Belmont WA 6104

WORK HEALTH AND SAFETY POLICY

POL-02 | Rev 0 | 20 August 2026

Core Civil & Mining Services Pty Ltd operates earthmoving and civil construction plant on construction sites and on operating mine sites in Western Australia. The hazards of this work — mobile plant, excavation, working at height and near services, heavy vehicles, remote locations, heat and fatigue are capable of killing people.

The Owners / Directors accept overall accountability for the prevention of work-related injury and ill health at Core. That accountability is not delegated. No task, program, cost or client expectation justifies exposing a person to uncontrolled risk.

Core is committed to:

- **Providing safe and healthy working conditions** for the prevention of work-related injury and ill health, appropriate to the nature of Core's work and the level of risk it carries.
- **Eliminating hazards and reducing risk** by applying the hierarchy of controls eliminate first and rely on administrative controls and personal protective equipment only where higher-order controls are not reasonably practicable.
- **Complying with our legal obligations**, including the Work Health and Safety Act 2020 (WA), the Work Health and Safety (General) Regulations 2022, the Work Health and Safety (Mines) Regulations 2022 where Core works at a mine, applicable codes of practice, and the site requirements of the client or mine operator.
- **Consulting our workers.** Workers are consulted, so far as is reasonably practicable, before decisions affecting their health and safety are made, and are enabled to participate in hazard identification, risk assessment, control selection and incident investigation. Barriers to participation are removed.
- **Supporting stop work authority.** Every person on a Core workplace has the unconditional authority to stop work they believe is unsafe. No person will be disadvantaged or subject to reprisal for exercising that authority, or for reporting a hazard, incident or near miss.
- **Ensuring competence.** Only trained, licensed, verified and inducted people operate plant or perform high risk work, and competency is verified before mobilisation not assumed from a ticket.
- **Managing fitness for work**, including fatigue, journey management, heat, drugs and alcohol, and the psychosocial hazards associated with remote, roster-based and isolated work.
- **Preparing for emergencies**, including the response and evacuation arrangements required for remote sites where emergency services are distant.
- **Reporting, investigating and learning.** All incidents, injuries, near misses and hazards are reported and investigated to a depth proportionate to their potential consequence, and the lessons are acted on and shared.
- **Supporting injured workers** through injury management and return to work arrangements under the Workers Compensation and Injury Management Act 2023 (WA).
- **Setting and reviewing objectives**, monitoring performance through leading and lagging indicators, and continually improving the Integrated Management System.

This policy applies to every person who works for or on behalf of Core, including employees, labour hire personnel, subcontractors and visitors. Every person must take reasonable care for their own health and

This policy is implemented through the Integrated Management System Manual (MAN-01), the eleven IMS processes, and the Work Health and Safety Management Plan (PLN-02).

POL-02 Work Health and Safety Policy, Revision 0, 20 August 2026. Approved by the Owners / Directors and issued under ISO 45001:2018 Cl. 5.2. Displayed at the registered office and at every project site. Reviewed at least annually at Management Review and on any significant change to Core's activities, structure or legal obligations. Communicated to all workers at induction and to external providers at engagement.