



Work Health and Safety Policy

Gusher will provide a safe and healthy workplace for all staff, subcontractors and others by:

- demonstrating strong leadership in setting and achieving WHS goals;
- identifying and controlling all health and safety hazards and associated risks;
- consulting with all personnel on decisions that may impact on their health and safety;
- integrating WHS risk management principles into all of its operations;
- encouraging a culture of cooperation, initiative and responsibility to maintain a safe and healthy workplace;
- continually reviewing and improving the health and safety aspects of the management system to eliminate workplace injury and illness.

Gusher's objective is to create and maintain a workplace that is free from hazards which may affect persons at work. This is supported by Gusher's commitment to the national WHS Strategy toward 2022 including the following objectives:

Leadership and culture

Gusher promotes a positive culture for health and safety Leaders encourage participation and ownership of safety

Governance

Good governance improves work health and safety through compliance to ISO 45001.

Healthy and safe by design

Risks and hazards are eliminated or minimised by design

Resource and infrastructure

Project risk management is a consultative approach to resourcing as fit for purpose

Health and safety competencies and knowledge

Gusher's work health and safety competencies and knowledge training plan

Regulatory framework

The Gusher SMS regulatory framework is imbedded in our online intranet and integrated management system

Health and safety lifecycle approach

Gusher work with suppliers and subcontractors to ensure work health and safety integrates with supply chains and networks

Research, review, analysis and evaluation of safety

Gushers workplace culture is imbedded in an informed policy, programs and practices



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In recognition of the company's duty of care to all persons in the workplace, Gusher has developed and maintains processes to:

- Include WHS specific responsibilities and accountabilities in position descriptions, and comply with those responsibilities
- Develop and maintain consultation and communications strategies for WHS
- Identify and assess WHS hazards in the workplace; control of these hazards; and residual risk evaluation within the guidelines developed in ISO 31000 Risk Management and corporate policies and procedures
- Develop contractor management systems
- Provide rehabilitation as a means to promote well-being and maintaining the self esteem of the individual, while returning any injured person to meaningful work as soon as is practicable after any incident

This policy is communicated to Gusher employees, subcontractors and other relevant stakeholders:

- At induction and re-induction
- At site induction
- By display on project site noticeboards
- Via the Gusher public website.

Authorised: B.L. Malady, Managing Director

Signed:

A handwritten signature in black ink, appearing to read "B.L. Malady". The signature is written in a cursive, flowing style with some loops and flourishes.

This policy shall be reviewed annually by the Managing Director in consultation with employees.