

WORK HEALTH, SAFETY & WELLBEING

Policy Statement



Ceasefire recognises its responsibilities towards the safety, health, and wellbeing of all employees, subcontractors, and visitors. Ceasefire and our management team are committed to ongoing monitoring, review, and updating of company policies and procedures to ensure compliance with legislative requirements and to prioritise a safer workplace environment for everyone.

Objective

Senior Management at Ceasefire PFP is dedicated to fostering an inclusive approach to Workplace Health, Safety and Wellbeing. Decisions within the company are guided by risk-based thinking that integrates group values, attitudes, perceptions, and worker competencies. In line with the requirements of the Work Health and Safety Act 2011, the Work Health and Safety Regulations 2017, and our aspiration to work within the framework of ISO 45001:2018 OH&S Management System and ISO 45003:2021 Ceasefire will ensure the availability of appropriate resources to effectively achieve the objectives outlined.

Scope

This policy applies to all of Ceasefire's employees (fulltime, part-time or casual) and all subcontractors and their employees, visitors, service providers, consultants and temporary staff performing work at the direction of, in connection with, or on behalf of Ceasefire.

Our Commitment:

- Maintaining a ZERO tolerance culture towards all forms of violence and to support affected workers promptly and without delay.
- Actively advocating for positive mental health and well-being to cultivate supportive and encouraging work environments

through sustained commitment at all organisational levels.

- Ensuring positive and a robust health and safety in our daily business operations, promoting worker innovation and participation in (WHS&W).
- Identify risks and implement effective management processes to eliminate or, where not feasible, minimize risks to the lowest practicable level. Regularly review residual risks and the efficiency of controls.
- Foster meaningful consultation with workers and their representatives on WHS&W matters to foster positive relationships, enhance awareness, and build commitment.

Our Processes

- Document and analyse workplace incidents to identify their root causes and assess the effectiveness of preventive measures to avoid reoccurrences.
- Conduct incident investigations in compliance with legal and policy standards to manage incidents effectively, prevent future occurrences, and offer necessary support.
- Deliver relevant information, training and guidance to foster a safe and efficient work environment.

Monitoring

- Enhance and advocate for worker wellbeing, acknowledging its benefits to individuals in their daily lives, mitigating health risks, and positively impacting overall safety performance.
- Strive to annually reduce the Total Recordable Injury Frequency Rate (TRIFR) with the goal of achieving **zero** incidents.
- Implement a return-to-work plan aimed at facilitating safe and effective reintegration into the workplace for employees affected by both work-related and non-work-related injuries and health conditions.

Review and Compliance

- Set clear and measurable objectives for WHS&W to drive continuous improvement towards eliminating work-related injuries and illnesses.
- Share important WHS&W information and lessons learned with employees, clients and visitors through effective communication.
- Actively participate in and collaborate on safety initiatives being implemented at various sites and work projects.

Slayde Tana
General Manager