
Work Health & Safety (WHS) Policy

Tivan Limited (ABN 12 000 817 023)

Adopted by the Board on 8th November 2023

Tivan Limited – Work Health & Safety (WHS) Policy

1 Introduction

Tivan Limited and its subsidiaries (“Tivan” or “Company”) recognise the paramount importance of a safe and healthy working environment, inclusive of physical, emotional and cultural aspects, and the right of all workers to return home safely.

This Policy sets out Tivan’s commitments and expectations in relation to health and safety.

2 Scope

This Policy applies to workers (including employees and contractors) and officers of Tivan.

Workers and officers have specific responsibilities under the WHS legislation and must be aware of, and comply with, their obligations at all times.

3 Vision

Tivan views the health and safety of employees and contractors as a foundational principle of our business. We recognise the paramount importance of a safe and healthy working environment, inclusive of physical, emotional and cultural aspects, and the right of all workers to return home safely. We endorse a ‘safety first’ workplace, where a primary aim is to remove or reduce risks to the health, safety and welfare of employees and contractors, and all others affected by our business.

Tivan commits to an approach based on the following principles:

- All fatalities, injuries and occupational illnesses are preventable
- No task is so important that it cannot be done safely and respectfully
- All hazards can be identified, and risks eliminated or controlled
- All instances of harassment and disrespectful behaviours in the workplace can be prevented.

Everyone has a personal responsibility for the safety, health and wellbeing of themselves and their work mates, as well as contributing to a positive and respectful workplaces.

This includes speaking up without fear of retribution when unsafe work practices and unacceptable behaviours occur.

Tivan views safety first as part of our business culture, by ensuring appropriate leadership, systems and training that reinforce our working environment. We recognise this requires continuous effort and leadership.

4 Our WHS Commitments

Tivan is committed to a safety culture in which our employees and contractors are empowered to look out for each other and encouraged to report risks to safety and health.

Consistently with WHS legislation, Tivan is committed to:

- ensuring the health and safety of its workers;
- ensuring the health and safety of any other person is not put at risk from work carried out as part of its activities;
- providing and maintaining a working environment that is without risks to health and safety;

- consulting with its workers (including employees and contractors) and other duty holders regarding the identification and management of hazards and risks;
- providing and maintaining safe plant (including equipment) and structures;
- providing and maintaining safe systems of work;
- ensuring the safe handling, storage and use of plant, equipment, structures or substance;
- providing adequate facilities for the welfare at work of workers;
- managing psychosocial risks and implementing measures to eliminate / minimise psychosocial risks;
- providing information, training, instruction or supervision as necessary to protect all persons from risks to their health and safety arising from work carried out as part of the conduct of the business; and
- ensuring that the health of workers and workplace conditions are monitored for the purposes of preventing illness or injury of workers arising from the conduct of the business.

5 Our WHS Expectations

Tivan expects its workers to:

- take reasonable care for their own health and safety;
- take reasonable care that their actions do not adversely affect the health and safety of others;
- comply with any reasonable instruction or directions given by the Company to ensure compliance with WHS obligations;
- follow Company policies, procedures and guidelines; and
- promptly report and record WHS risks or incidents, in accordance with Company procedures.

In addition, Tivan expects its Officers and Senior Management to exercise due diligence to ensure that Tivan complies with its WHS obligations. This includes taking reasonable steps to:

- acquire and keep up to date knowledge of WHS matters;
- gain an understanding of operational hazards and risks;
- ensure that Tivan has available for use, and uses, appropriate resources and processes to eliminate or minimise risks to health and safety;
- ensure appropriate processes are in place for receiving, considering and responding in a timely way to WHS information about incidents, hazards and risks;
- ensure Tivan has, and implements, processes for complying with its WHS duties and obligations; and
- verify the provision and use of WHS resources and processes.