



SWI-HSE-CP-0-042 - Health and Safety Policy

20 S 2023





Company Policy – Health & Safety

The CEO acknowledges that health & safety responsibilities form an integral part of the long-term goals and operational responsibilities at Swift Networks. Swift Networks acknowledges that the wellbeing of people employed at work, or people affected by our work, is a priority. Swift Networks considers occupational health and safety (OH&S) during all work performed on our behalf and is committed to taking actions to continually improve OH&S performance.

Management is committed to the fulfilment of all OH&S requirements and to the continued provision of safe and healthy workplaces and workplace conditions for the prevention of work-related injury and ill-health. Management will provide the resources necessary to ensure operations are responsibly managed to minimise all OH&S risks and hazards.

Achievement of our health and safety commitments is a shared responsibility. As such, systems and procedures to reduce risk are continually developed through consultative processes with staff, clients and suppliers in order to set and continually review improvement objectives.

The Management team will:

- Encourage and build health & safety awareness amongst our people through effective leadership
- Accept responsibility for the effective implementation of the Health and Safety policy
- Ensure that safe work practices, safety training and supervision are in place to encourage a 'zero harm culture' focused on eliminating the possibility of incident or injury
- Delay or stop activities where effective health and safety controls are not in place, in order to manage identified hazards
- Observe and implement, as a minimum standard, the Acts and Regulations that apply to the organisation's scope of work
- Develop and ensure a consultative procedure is in place for all workplaces and maintain a commitment to consultation and participation of workers
- Ensure employees, contractors and suppliers identify and control potential risks
- Provide information, instruction and training for those exposed to workplace hazards
- Encourage all employees to be their own safety supervisor and provide feedback on their work locations or activities
- Be proactive in encouraging return-to-work activities as part of post incident rehabilitation
- Maintain an effective risk management programme
- Regularly review all Health and Safety policies and procedures in a consultative process to ensure organisational hazards are identified and responsibly managed
- Enhance employees' OH&S knowledge through a program of education and training
- Consider health and safety in project planning and work activities
- Remain committed to the continual improvement of the OH&S Management system

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- Work to eliminate hazards and reduce OH&S risks

The Employees will:

- Ensure they take all reasonable steps to protect their own health, safety and environment and that of others who may be affected by their actions
- Comply with all agreed health and safety procedures
- Use all protective equipment in the manner that they have been instructed, and not wilfully interfere or misuse items or facilities
- Report all health and safety incidents/accidents as well as potential hazards in accordance with the agreed procedures
- Plan all work activities with due consideration given to health and safety
- Take all reasonable steps to identify and control risks in the workplace

We are committed to fulfilling the objectives of this policy and expect the same of all workers and contractors working on our behalf.

A handwritten signature in black ink, appearing to read "Brian Mangano", with a long horizontal flourish extending to the right.

Brian Mangano
Chief Executive Officer





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