

## Workplace Health and Safety Policy

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Dowsing Group is a Western Australian family owned and operated business based in Perth, specialising in civil services, concrete hardscapes, profiling and slipform works.

Dowsing Group and its Senior Leadership are committed to providing the highest levels of Workplace Health & Safety (WHS) through a safe system of work for all employees, sub-contractors and visitors to the business so that all activities that are undertaken strive to avoid harm or injury to any person.

To implement this policy, Dowsing Group commits to:

- Maintaining safety management systems that conform to recognised standards including OHSAS 18001:2007 and AS/NZS 4801:2001 as part of the Company's Integrated Management System (IMS);
- Complying with relevant WHS laws, regulations, industry codes of practice, company needs, client expectations or project requirements;
- Providing and encouraging open communication and consultation between all workers, sub-contractors and interested parties;
- Injury management aimed at early, safe and sustained return to work of injured employees;
- Establishing WHS risk management processes that are proportionate and evidence informed, where resources and effort are determined by the nature and scale of the Dowsing Group workplace activities;
- Establishing, measuring, reporting and reviewing WHS objectives and targets to ensure continuous improvement;
- Integrating WHS into business strategy and planning around the core business activities;
- Providing appropriate WHS training, information, instruction and supervision for all employees, sub-contractors and visitors;
- Maintaining safe and healthy working conditions, providing and maintaining plant, equipment and machinery, and ensuring safe storage/use of substances;
- Empowering all personnel to participate in the identification, control and elimination of risks and hazards in the workplace;
- Ensuring adequate documentation and follow up of corrective and preventative actions from audits, inspections, incidents, safety hazards etc.; and
- Regularly reviewing WHS systems and effective monitoring of their implementation.

A safe working culture is the responsibility of everyone and we believe can be best achieved through cooperative efforts of employees, sub-contractors and visitors. This policy shall be reviewed every two years to ensure it remains relevant and current to Dowsing Group's activities.



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**Bohdan Dowsing**  
Executive Director



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**Paul Coates**  
Chief Financial Officer