



WORK HEALTH AND SAFETY POLICY

BlueZone Group supplies, sustains and provides engineered solutions comprising marine technology and Remote and Autonomous Systems (RAS) for maritime applications in Australia and New Zealand.

BlueZone Group recognises the importance of ensuring the health, safety, and well-being of all employees, contractors, visitors, and the public affected by our operations. We are committed to providing a safe and healthy work environment, complying with all applicable Work Health and Safety (WHS) laws, regulations, and industry best practices. This policy outlines our commitment to WHS and serves as a guide for maintaining a safe workplace.

Leadership Commitment

We believe that workplace safety starts with leadership commitment. The management team at BlueZone Group is dedicated to establishing and maintaining a culture of safety. They will lead by example, allocate necessary resources, and continuously improve the WHS management system.

Legal Compliance

We will comply with all relevant WHS laws, regulations, codes of practice, and other requirements applicable to our operations. We will regularly review and update our policies and procedures to ensure ongoing compliance.

Hazard Identification and Risk Management

We are committed to identifying workplace hazards and assessing associated risks to prevent accidents, injuries, and ill-health. All employees and contractors will be involved in hazard identification and encouraged to report potential risks promptly. We will implement appropriate controls to eliminate or minimise risks and regularly review their effectiveness.

Training and Competence

We recognise the importance of providing comprehensive WHS training and ensuring that all employees and contractors have the necessary skills and knowledge to perform their tasks safely. We will identify training needs, develop relevant programs, and provide ongoing education to enhance WHS awareness and competence.

Consultation and Communication

We value open communication and encourage all employees and contractors to actively participate in the development, implementation, and review of WHS policies and procedures. We will establish effective communication channels to share WHS information, including incidents, near misses, and lessons learned, throughout the organisation.

Emergency Preparedness

We will develop and maintain emergency response plans to effectively manage potential workplace emergencies. Regular drills and exercises will be conducted to ensure preparedness, and employees will receive appropriate training on emergency procedures and evacuation protocols.

Incident Reporting and Investigation

We promote a culture of reporting incidents, near misses, and hazards without fear of reprisal. All incidents will be promptly investigated to determine root causes and implement corrective actions to prevent recurrence. We will maintain accurate records of incidents and share relevant findings with employees and stakeholders.

Continuous Improvement

We are committed to continuously improving our WHS performance by setting measurable objectives and targets. Regular reviews and audits will be conducted to assess compliance, identify areas for improvement, and implement necessary corrective actions.

Contractor Management

We will ensure that contractors and subcontractors working on our premises or on behalf of BlueZone Group meet our WHS standards. Contractors will be required to comply with our policies and procedures, and we will collaborate with them to ensure safe work practices.

Resources and Responsibilities

We will provide the necessary resources, including personnel, equipment, and systems, to support the effective implementation of this WHS policy. All employees, contractors, and stakeholders have a responsibility to comply with this policy and contribute to a safe work environment.

This policy reflects BlueZone Group's commitment to conduct business in accordance with safety and well-being best practices. Individuals within the company are to comply with this policy, instructions within the Work Health and Safety Plan and its subordinate processes and procedures.

By virtue of our commitment to this process, BlueZone Group will continue to deliver to its clients, service and products that exceed their expectations.

Signed,

Neil Hodges

Managing Director

01 February 2024

Newcastle

+61 2 4964 3500
21 Huntingdale Drive
Thornton, NSW 2322, Australia

Perth

+61 8 6595 1500
Unit 1, 41 Discovery Drive
Bibra Lake, WA 6163, Australia

www.bluezonegroup.com.au