

HEALTH, SAFETY & WELLBEING POLICY

1. POLICY STATEMENT AND SCOPE:

The purpose of this Policy is to affirm Enatel's commitment to providing a safe and healthy work environment, and ensuring everyone in our business follows the systems, relevant standards, and complies with the relevant legal and other requirements related to health, safety, and wellbeing at work. Enatel's strategies and objectives align with the company's overall Vision and Values. This Policy applies to the Company, as a person conducting a business or undertaking (PCBUs) and visitors lawfully on Enatel's premises, as well as those affected by the companies' onsite activities.

Enatel will:

- Be proactive in identifying workplace risks, hazards and take reasonably practicable steps to prevent ill-health and injuries.
- Establish, monitor, audit and review health, safety and wellbeing performance and management systems.
- Involve and encourage all employees across the business to participate in continual improvement initiatives.
- Develop products that are safe for employees to manufacture and safe for customers to use.
- Provide all workers and visitors with the necessary training, and supervision to protect themselves and others, while working safely and competently.

2. ROLES AND RESPONSIBILITIES:

We acknowledge, as a community, we are stronger together and that safety and wellbeing is a shared responsibility for everyone at Enatel. In particular, each role at Enatel will actively contribute to our health and safety commitments by:

Directors:

- Demonstrating leadership and a personal commitment to Health and Safety.
- Ensuring appropriate resources are provided to manage health and safety goals and objectives.
- Providing governance oversight over health and safety matters across the company.

General Manager:

- Promoting a work environment consistent with the Values.
- Encouraging a positive health and safety culture across the company.

Senior Leadership Team:

- Demonstrating leadership and a personal commitment to Health and Safety.
- Monitoring health, safety and wellbeing performance at fortnightly meeting and ensuring appropriate all reasonably practicable steps are taken to manage hazards and associated risks in the business.
- Encourage meaningful employee engagement, representation and participation in safety.

Team Leaders:

- Ensure that all employees have the information, instructions, training and supervision required to work safely.
- Assist in identifying, assessing and controlling hazards.
- Act as health and safety role models across the business.

Safety and Wellbeing Representatives:

- Promote interests of any employees who have raised health and safety concerns.
- Proactively engage in employee health and safety training and continuous improvement activities.
- Assist in developing policies and procedures in relation to health, safety and wellbeing.

Employees:

- Take reasonable care of themselves and others who may be affected by their actions.
- Use appropriate personal protective equipment (PPE) and participate in all health and safety activities, trainings and meetings as required.
- Accurately report any work-related accidents and/or near-miss incidents and encourage colleagues to do the same.

Contractor and Visitors:

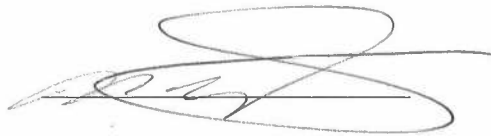
- Comply with Enatel's safety policies and procedures while on the company premises.
- Report any hazards, incidents, or unsafe conditions to their point of contact at Enatel.

3. WELLBEING:

Enatel is committed to protecting and supporting employee wellbeing, alongside their physical safety. Enatel will manage employees in a way that promotes wellbeing.

4. CONTACT DETAILS:

Please contact Margaret Parisi (Enatel Quality, Safety and Environmental Manager) for any questions on this policy.



Mike Clifford
General Manager



Marketa Podmolikova
Director of Operations



Margaret Parisi
Quality, Safety and
Environmental Manager



Monya Nicholson
Safety and Wellness Lead

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