



Excellence in Pre-Fabricated Solutions
for Mission Critical Facilities.

Work Health Safety & Wellbeing.

Work Health Safety & Wellbeing Policy.

Our Commitment to Physical and Psychosocial Work Health and Safety

Our Commitment

Parratech Group Pty Ltd is committed to providing and maintaining a safe and healthy workplace for all workers and other persons who may be affected by our work activities. We recognise that effective management of health, safety and wellbeing is fundamental to our business success and is a core business value that supports operational excellence, sustainable growth and positive workplace culture.

This policy applies to all Parratech officers, workers, employees, contractors, subcontractors, labour hire workers, apprentices, visitors and any other persons undertaking work for, or affected by, Parratech operations. It applies to all workplaces, projects, sites, workshops, offices and work-related activities undertaken under Parratech's management or control.

Policy Commitments

Parratech is committed to:

- Complying with all applicable Work Health and Safety legislation, Codes of Practice, Australian Standards and other requirements relevant to our operations.
- Providing and maintaining safe systems of work, safe workplaces, safe plant and equipment, safe structures, and safe methods for the handling, use, storage and transport of substances and materials.
- Eliminating hazards and risks so far as is reasonably practicable and, where elimination is not possible, minimising risks through the effective application of the hierarchy of controls.
- Integrating health and safety considerations into all business planning, project delivery, design, procurement, commissioning, testing, maintenance and operational activities.
- Establishing measurable health and safety objectives and monitoring performance to drive continual improvement.
- Providing sufficient resources, competent personnel, information, instruction, training, supervision and support necessary to protect health, safety and wellbeing.
- Consulting and engaging with workers and their representatives on matters that affect health and safety and ensuring consultation arrangements are effective and meaningful.
- Investigating incidents, injuries, hazards and near misses to identify root causes, implement corrective actions and prevent recurrence.
- Meeting all statutory notification requirements relating to notifiable incidents and cooperating fully with regulators and other relevant authorities.
- Maintaining emergency preparedness and response arrangements to protect workers, visitors, contractors and the community.
- Continually improving the effectiveness of the Work Health and Safety Management System through assurance activities, audits, inspections, monitoring, performance reviews and lessons learned.

Psychological Health and Wellbeing

Parratech recognises that psychological health is an integral component of workplace health and safety and is committed to managing psychosocial hazards with the same level of importance as physical hazards.

Parratech will:

- Identify, assess and control psychosocial hazards arising from work design, workloads, job demands, role clarity, workplace relationships, organisational change, fatigue, remote or isolated work, exposure to traumatic events and other psychosocial risk factors.
- Consult workers in identifying psychosocial risks and developing appropriate control measures.
- Design work and implement organisational controls that eliminate or minimise psychosocial risks at their source wherever reasonably practicable.
- Foster a workplace culture built on respect, inclusion, professionalism and positive workplace behaviours.

- Take appropriate action to prevent and address bullying, harassment, discrimination, violence, aggression and other inappropriate workplace conduct.
- Provide appropriate support, reporting pathways and intervention measures for workers experiencing physical or psychological health concerns.
- Handle reports and concerns fairly, promptly and confidentially while ensuring procedural fairness and protection from victimisation.

Contractor and Subcontractor Management

Parratech recognises its duty to ensure, so far as is reasonably practicable, the health and safety of workers engaged through contracting arrangements.

Parratech will:

- Establish processes for the selection, engagement, induction, consultation, monitoring and review of contractors and subcontractors.
- Verify that contractors are competent and capable of performing work safely.
- Require contractors to provide relevant safety documentation, licences, permits, certifications, risk assessments, SWMS and testing records where applicable.
- Monitor contractor compliance with Parratech's health and safety requirements.
- Ensure appropriate consultation and coordination occurs where multiple duty holders have overlapping responsibilities.

Consultation and Participation

Parratech believes that effective consultation strengthens safety performance and decision making.

Workers will be encouraged and supported to:

- Participate in workplace consultation activities.
- Contribute to risk assessments and workplace inspections.
- Report hazards, incidents, near misses and concerns.
- Raise health and safety matters without fear of reprisal.
- Exercise their rights and responsibilities under relevant safety legislation.

Consultation may occur through direct engagement, toolbox meetings, safety committees, Health and Safety Representatives, project meetings and other established communication channels.

Accountability

Managing Director and Officers

The Managing Director and Officers will:

- Demonstrate visible leadership and commitment to health, safety and wellbeing.
- Exercise due diligence in accordance with legislative obligations.
- Ensure adequate resources, systems and processes are available to manage health and safety risks.
- Review organisational health and safety performance and ensure continual improvement.

Managers and Supervisors

Managers and Supervisors will:

- Implement and maintain effective health and safety controls.
- Ensure workers are competent and adequately supervised.
- Monitor workplace conditions and safety performance.
- Promote consultation and worker participation.
- Address hazards, incidents and safety concerns promptly.

Workers

Workers and other persons at the workplace must:

- Take reasonable care for their own health and safety and that of others.
- Follow reasonable instructions, policies and procedures.
- Use equipment, PPE and controls correctly.
- Report hazards, incidents, injuries and unsafe conditions immediately.
- Participate in training, consultation and safety improvement activities.

Health Monitoring and Workplace Monitoring

Where required by legislation, risk assessments or identified exposures, Parratech will provide appropriate workplace monitoring, exposure monitoring and health monitoring to ensure workers are protected from occupational health risks.

Governance and Review

This policy forms part of Parratech's Work Health and Safety Management System and will be communicated, implemented and made available to workers and other interested parties.

The policy will be reviewed at least every two years, or earlier where there is:

- A significant legislative change.
- A serious incident or significant injury.
- A material organisational change.
- Evidence that the policy is no longer suitable or effective.
- Findings arising from audits, inspections or management reviews.

Parratech is committed to achieving excellence in health, safety and wellbeing and to ensuring every person returns home safe and healthy every day.

Approved by

A handwritten signature in blue ink, appearing to read "Jason Fooks".

Jason Fooks

Managing Director

REVISION	Date	Last reviewed
A	15 August 2026	15 August 2026