WORK HEALTH AND SAFETY POLICY

Dowsing Group is a diversified civil contractor that delivers specialised services across hardscapes, profiling, slipform, diamond grinding and grooving, and civil services that work together to provide a range of complementary solutions.

Dowsing Group and its Senior Leadership are committed to providing the highest levels of Work 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 safe and healthy working conditions, the prevention of work-related injury and ill health, providing and maintaining plant, equipment and machinery, and ensuring safe storage/use of substances;
- Maintaining safety management systems that conform to recognised standards including ISO 45001:2018 as part of the Company's Integrated Management System (IMS);
- Complying with relevant WHS laws, regulations, industry codes of practice, company needs, client expectations and project requirements;
- Providing and encouraging open communication and consultation between all workers, sub-contractors and interested parties;
- 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;
- Empowering all personnel to identify, control, reduce or eliminate risks and hazards in the workplace;
- Implementing effective injury management aimed at early, safe and sustained return to work of injured workers;
- 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 year to ensure it remains relevant and current to Dowsing Group's activities.



Bohdan Dowsing
Managing Director

THIS DOCUMENT IS UNCONTROLLED WHEN PRINTED