

## Purpose:

This policy states Total Instrumentation Services (TIS) commitments and requirements for health and safety. TIS will conduct its business activities in such a way as to protect the health and safety of all our employees, contractors, and visitors in our work environment.

TIS accepts the responsibility for health and safety in our workplace and activities and is committed to continual and progressive improvement in our health and safety performance.

The management team is committed to ensuring that health and safety remain a priority and will stay informed of, and respond to, any changes that may impact our policies or processes.

## Our policy is to:

- Take reasonably practical steps to provide a safe and healthy workplace for all our employees and visitors, focus on effective management of our critical hazards and risks, and implement appropriate response plans.
- Provide resources, supervision, and support required for effective health and safety management to support the prevention of harm, appropriate to the purpose, size, and context of the organisation and to the specific nature of its H&S risks and opportunities.
- Comply with all relevant legislation, regulations, ISO 45001 requirements, client requirements, and codes of practice.
- Provide a framework for setting objectives, monitoring, and continually improving our health and safety performance.
- Ensure health and safety considerations are part of all business decisions and changes – procurement, labour, etc.
- Engage with our employees, contractors, their representatives and clients on health and safety matters.
- Operate in a manner that minimises health and safety risks.

## To achieve this, we will:

- Identify, assess, control, and monitor workplace hazards aligned with the hierarchy of control.
- Accurately report, record, and share learnings from all incidents, accidents, and near misses.
- Identify and comply with relevant legislation, standards, and codes of practice for the management of health and safety in our industry. Monitor, review, and communicate applicable impacts.
- Regularly monitor and review our processes of work and H&S Management System aligned with our objectives and performance KPI's.
- Support any employee who initiates the Stop Work Authority.
- Support any employee who utilises the Employee Assistance Program.
- Promote our employees' understanding of the health and safety responsibilities relevant to their roles and interactions required to support the H&S Management system.
- Consult, support, and encourage participation from our employees on issues that have the potential to affect their health and safety, and support a HSE Committee made up of staff representatives and management.

## All TIS employees are responsible for:

- Ensuring their own and others' safety by adhering to safe work practices, making appropriate use of plant and equipment (including protective clothing and equipment),
- Promptly reporting incidents, near misses, and hazards, and the continuous practice of safety in their day-to-day duties.



Thomas Wiseman  
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