



WORK HEALTH AND SAFETY POLICY

Future Fitouts is committed to *changing the world by transforming spaces*.

We are committed to leading the way in Work Health and Safety (WHS) within our industry. Our team applies quality and safety standards that have been established to protect our workers, customers, clients, contractors, and others. One of our core values “work safe, drive safe, be safe & go home safe!” is embedded in our culture and our vision to ‘change the world by transforming spaces’.

We do this by maintaining an Integrated Management System (IMS) which incorporates and enables compliance to the requirements of AS/NZS ISO 45001 and covers the activities of our operation.

We aim to optimise health, safety, and well-being at work by:

- understanding the hazards and risks associated with our work activities;
- acquiring and keeping up to date knowledge of WHS matters;
- providing adequate resources to ensure that proper provision can be made for health, safety and well-being;
- conforming to legislative requirements, being either the Act, Regulations or Codes of Practice;
- proactively manage psychosocial hazards and risks to eliminate or minimise as far as reasonably practicable the risk of work-related psychological harm;
- assessing and eliminating risks to work health and safety, so far as is reasonably practicable and if it is not reasonably practicable to eliminate risks to health and safety, to minimise those risks so far as is reasonably practicable;
- enabling consultation and participation with stakeholders around work health and safety matters;
- providing and maintaining safe plant, structures, and safe systems of work;
- ensuring the safe use, handling and storage of plant, structures and substances;
- providing adequate facilities for the welfare at work of workers in carrying out work;
- providing any information, training, instruction and supervision that is necessary to protect people from risks to their health and safety;
- ensuring that the health of workers and the conditions at the workplace are monitored for the purpose of preventing illness or injury arising from the conduct of our business;
- auditing the program and conducting periodic reviews to ensure that WHS initiatives remain effective and are continually improved; and
- establishing measurable objectives and targets to chart our progress.

We recognise that there may be psychosocial hazards in our work activities that may cause a negative response which can, in turn, lead to psychological harm.

As a team we have a shared responsibility for health and safety. Senior management is responsible for resourcing and monitoring the effectiveness of the WHS program, management is responsible for ensuring that a safe system of work is applied and workers and other people in the workplace are responsible for their health and safety, that they do not put others at risk, and that they follow lawful directions, including the Future Fitouts policies and procedures.

We request and value the personal cooperation and commitment of everyone connected with our operations, whether they be employees, contractors, customers or clients, to help us achieve “Go home Safe” objective.

Aaron Lowe
Director

March 2025

Date