



Work Health and Safety Policy

PURPOSE

Consolidated Property Services Australia Pty Ltd (Consolidated) is a specialised commercial cleaning company, committed to providing a safe and healthy workplace for staff, contractors, customers and visitors and all other persons whose health and safety could be at risk through our work.

We complete this by ensuring:

- ✓ Compliance with the relevant legislation and other requirements, including OHS and WHS Acts and supporting regulations.*
- ✓ The implementation and adherence to our QHSE Management System and the plans, policies, procedures, and programs necessary to support and implement this policy.*

SCOPE

This policy applies to all staff and contractors at any time that they are performing work at the Company, performing work elsewhere on behalf of the Company or attending an event in connection with the Company.

POLICY STATEMENT

The Company will use its best endeavours to meet its commitments to health and safety by:

- ensuring that risk management is an integral part of our strategic and operational objectives, management systems, processes, policies and procedures*
- identifying areas that pose a risk to health and safety and mitigating that risk as much as reasonably practicable;*
- providing premises, systems of work and equipment that are safe and minimise risks to health and safety;*
- we establish measurable safety performance objectives and targets that we review in order to continuously improve WHS performance. This includes regular workplace inspections at transition and during projects and the prompt control of identified hazards*
- embed strategies and process which reduce the likelihood of incidents which may put people at risk or injure them;*
- all levels of staff, contractor and other persons are inducted into the requirements of the WHS Management system and are held accountable for enacting their roles and responsibilities as defined in the WHS Management system*
- providing information, instruction and training to enable our team to work in a way that is safe and minimises risks to health;*
- commitment to consultation and participation of workers and worker representatives*



- ensuring that all suppliers and contractors identify health and safety risks in a proactive manner and seek to eliminate them or minimise them as much as possible (where elimination is not practical);
- fostering a culture of health and safety through consultation and cooperation with Staff members; and
- commitment to the regular review of the WHS policy and QHSE Management system to ensure they remain relevant, appropriate and align with Consolidated's continual improvement

Staff have a general, personal responsibility for work health and safety and must:

- take reasonable care for their own health and safety, and that of others;
- comply with instructions in relation to work health and safety;
- co-operate with the employer with regard to WHS actions taken by the employer, to maintain safety
- adopt and use safe work practices;
- promptly report work related hazards, injuries and incidents;
- participate in work health and safety training and discussion; and
- co-operate with work health and safety inspections, audits and investigations and emergency procedures.

RESPONSIBILITY

All company employees and contractors are required to always comply with this WHS Policy and the QHSE Management System and are committed to the objectives within the system to improve its effectiveness, in accordance with and compliance to ISO 45001.

Senior Management are responsible for the implementation and dissemination of all matters dealing with the health and safety of employees and contractors under their control.

The Board of Directors has overall responsibility for this policy and in ensuring that the Company complies with all its legal and ethical obligations.

Quantifiable Measurement / KPI

1. Ensure CPS gains certification against the ISO 45001 standard each year.
2. Maintaining an annual LTIFR lower than the Safe Work Australia industry benchmark.

FEEDBACK

Consolidated staff may provide feedback about this document by emailing info@consolidated.com.au



APPROVAL AND REVIEW DETAILS

Approved by Arthur Mallios, CEO

Signature:

Policy Approver:	<i>Board of Directors</i>
Policy Manager:	<i>Chief Commercial Officer</i>
Review:	<i>This policy is to be reviewed by 1st August 2025</i>

VERSION HISTORY

Version	Approved by	Approval Date	Effective Date	Amendments
5	<i>Board of Directors</i>	<i>11/02/2021</i>	<i>11/02/2021</i>	<i>Format changes Feedback section added Approval and Review Details added Version History added</i>
6	<i>Board of Directors</i>	<i>17/05/2022</i>	<i>17/05/2022</i>	<i>Change logo and additional wording</i>
7	<i>Board of Directors</i>	<i>21/12/2023</i>	<i>21/02/2023</i>	<i>Revision to scope</i>
8	<i>Board of Directors</i>	<i>21/01/2023</i>	<i>21/01/2023</i>	<i>Added Quantifiable Measurement</i>
9	<i>Board of Directors</i>	<i>1/08/2023</i>	<i>1/08/2023</i>	<i>Updated SGS logo</i>