



HEALTH & SAFETY MANAGEMENT POLICY

Colourstone International Group Holdings Pty Ltd

Contents

Our Commitment

Health & Safety Principles

Risk Management & Hazard Control

Workplace Health & Safety Responsibilities

Emergency Preparedness & Response

Training & Competency Development

Monitoring & Continuous Improvement

Compliance & Legislative Requirements

Commitment to a Safety-First Culture

Our Commitment

At Colourstone, we are committed to ensuring the health, safety, and well-being of all employees, contractors, visitors, and stakeholders.

We uphold the highest standards of occupational health and safety (OHS) in line with ISO 9001 principles and applicable workplace safety regulations.

By fostering a culture of continuous improvement, we strive to prevent workplace incidents, injuries, and illnesses through proactive risk management and compliance with legal obligations.

Health & Safety Principles

Our approach to health and safety is built upon the following key principles:

Leadership & Accountability:

Management takes full responsibility for implementing and maintaining health and safety measures.

Risk Management:

Identifying, assessing, and mitigating workplace hazards to prevent incidents and injuries.

Compliance with Legal & Industry Standards:

Ensuring full adherence to Australian workplace health and safety laws, ISO 9001 guidelines, and other applicable regulatory requirements.

Employee Training & Awareness:

Providing continuous training to ensure all employees understand their responsibilities in maintaining a safe workplace.

Incident Reporting & Investigation:

Establishing clear processes for reporting, investigating, and addressing workplace incidents.

Continuous Improvement:

Regularly reviewing health and safety performance to enhance policies, procedures, and workplace conditions.

Risk Management & Hazard Control

To protect our employees and stakeholders, we follow a structured approach to risk management:

- Conducting regular workplace safety assessments and audits.
 - Implementing hazard identification and risk assessment procedures.
 - Maintaining up-to-date safety data sheets (SDS) for all hazardous substances used.
 - Providing employees with appropriate personal protective equipment (PPE) where necessary.
 - Enforcing safe work practices and emergency preparedness plans.
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Workplace Health & Safety Responsibilities

Senior Management

Ensures that safety policies are implemented, monitored, and continuously improved.

Supervisors & Team Leaders

Enforce safety policies, conduct training, and monitor workplace conditions.

Employees

Follow health and safety protocols, report hazards, and contribute to a safe working environment.

Contractors & Visitors

Must comply with all site-specific safety requirements and adhere to Colourstone's safety policies.

Emergency Preparedness & Response

We maintain a robust emergency preparedness plan that includes:

- Fire safety and evacuation procedures.
 - First aid training and availability of first aid kits.
 - Response plans for hazardous material spills or incidents.
 - Clear communication channels for emergency reporting.
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Training & Competency Development

To ensure a competent workforce, Colourstone provides:

- Ongoing OHS training tailored to job-specific risks.
 - Induction programs for all new employees and contractors.
 - Regular refresher courses and safety drills.
 - Access to health and wellness initiatives.
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Monitoring & Continuous Improvement

We commit to a continuous improvement cycle by:

- Conducting regular health and safety performance reviews.
 - Encouraging employee feedback and participation in safety initiatives.
 - Implementing corrective actions based on incident investigations.
 - Benchmarking against ISO 9001 and best industry practices.
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Compliance & Legislative Requirements

Colourstone complies with all relevant health and safety legislation, including without limitation to:

- Work Health and Safety (WHS) Act and Regulations.
 - Safe Work Australia's Codes of Practice.
 - ISO 9001 Quality Management System Requirements.
 - Environmental and hazardous materials regulations.
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Commitment to a Safety-First Culture

By fostering a proactive approach to health and safety, we ensure a secure working environment that protects our employees, partners, and clients.

All individuals at Colourstone share the responsibility of upholding our health and safety values.