



# HEALTH & SAFETY MANAGEMENT POLICY

**Colourstone International Group Holdings Pty Ltd**

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## Our Commitment

At Colourestone, 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 all applicable workplace safety regulations.

By fostering a culture of continuous improvement, we strive to prevent workplace incidents, injuries, and illnesses through proactive hazard management and compliance with relevant laws.

Our approach is built on the following key principles:

- **Leadership & Accountability** – Management holds responsibility for enforcing health and safety standards.
- **Risk Management** – Identifying, assessing, and mitigating workplace hazards.
- **Legal Compliance** – Meeting all obligations under Australian workplace safety laws.
- **Employee Training & Awareness** – Ensuring all staff understand their safety responsibilities.
- **Incident Reporting & Investigation** – Promptly addressing incidents and near misses.
- **Continuous Improvement** – Ongoing enhancement of policies and work environments.

## Health & Safety Principles

We ensure that:

- Workers have a safe, healthy, and hazard-free workplace
- PPE is provided when needed
- Safe work procedures and emergency plans are maintained
- All chemicals and materials include accessible Safety Data Sheets (SDS)
- All employees are empowered to report unsafe conditions

## Risk Management & Hazard Control

To protect our workforce, Colourestone follows a structured approach that includes:

- Regular workplace safety assessments
- Systematic hazard identification
- Risk assessments and prevention controls
- Safe handling, storage, and use of materials
- Appropriate PPE provisioning

- Ongoing maintenance of emergency response systems

## Workplace Health & Safety Responsibilities

### **Senior Management**

- Implements, monitors, and improves safety policies

### **Supervisors & Team Leaders**

- Ensure compliance, training, and oversight of safe practices

### **Employees**

- Follow safety protocols
- Report hazards
- Participate in training and safety initiatives

### **Contractors & Visitors**

- Must follow all site safety requirements and Colouirstone's OHS standards
- Contractors are required to comply with this policy while undertaking work on behalf of Colouirstone.

## Emergency Preparedness & Response

Our emergency readiness includes:

- Fire safety plans and evacuation procedures
- First aid kits and trained first aiders
- Hazardous spill response procedures
- Clear reporting pathways for emergencies

## Training & Competency Development

We provide:

- Job-specific OHS training
- Induction training for new workers and contractors
- Regular safety drills and refresher training
- Health and well-being initiatives
- Awareness of psychosocial hazards and mental wellbeing

## Monitoring & Continuous Improvement

We commit to:

- Regular performance reviews
- Implementing corrective actions after incidents
- Encouraging staff feedback
- Benchmarking against ISO and industry standards

## Compliance & Legislative Requirements

Colourstone complies with all relevant laws and requirements, including:

- Work Health and Safety (WHS) Act & Regulations
- Safe Work Australia Codes of Practice
- ISO 9001 Quality Management Standards
- Environmental and chemical handling laws

## Commitment to a Safety-First Culture

We operate with the belief that every individual has a right to a safe workplace.

Health and safety are shared responsibilities across all levels of the organisation.

This policy is reviewed annually, or earlier where legislative or operational changes require.

## Worker Protection & Ethical Employment Safeguards

Colourstone confirms that:

### **1. Safety is tied directly to preventing exploitation.**

Unsafe or high-risk workplaces can increase vulnerability to modern slavery. Our safety systems are designed to minimise these risks.

### **2. OHS applies equally to:**

- Direct employees
- Contracted workers
- Labour-hire workers
- Migrant or foreign workers
- Temporary or seasonal staff

### **3. No worker may be exposed to unsafe or coercive conditions.**

We explicitly prohibit:

- Unsafe living or working conditions
- Excessive or forced overtime
- Threats, intimidation, or unsafe disciplinary practices
- Withholding PPE or safe working conditions
- Any practices that compromise worker dignity or welfare

### **4. Clear reporting is available.**

Safety issues or exploitation concerns can be reported through:

- Supervisors
- HR channels
- China office grievance mechanisms
- Anonymous reporting lines

### **5. All issues are investigated promptly.**

Any safety-related exploitation concern triggers an investigation under the **Incident Investigation & Remediation Procedure**.