

# HEALTH AND SAFETY POLICY

DM Civil is committed to ensuring that all workers are provided with a safe work environment, free of injury and ill health. We strive to embed and continually improve a culture that focuses on the health, mental wellbeing and safety of everyone engaged within the workplace.

Our commitment to health and safety is genuine and demonstrated through key initiatives to:

- Establish, implement, maintain and review our safety management systems and practices to eliminate hazards and reduce risks in accordance with relevant legislation, ISO 45001:2018, company needs, client expectations or project requirements;
- Establish objectives and targets and undertake regular compliance audits to ensure continual health and safety improvement;
- Train, raise awareness and provide support to workers for managing mental health and psychosocial hazards in the workplace;
- Engage, recognise and reward workers that champion our health and safety initiatives;
- Consult and engage with workers and interested parties via varied communication channels to:
  - achieve a positive and rewarding safe work culture and recognise their valued feedback and contribution to it,
  - identify and report hazards, health or safety issues immediately, and
  - communicate and promote health, wellbeing and safety performance or updates;
- Provide and maintain safe plant and equipment;
- Encourage all workers to take reasonable care of the health, safety and wellbeing of themselves and others who may be affected by their behaviours, acts or omissions;
- Provide relevant training for workers to continually develop their skill set to perform safely in their roles; and
- Conduct risk assessments and develop, implement and monitor systems and tools to eliminate or reduce hazards and risks as far as reasonably practicable.

DM Civil is committed to implementing safety management systems across all its activities. We continue to encourage workers to use their initiative and discuss health and safety improvements in their workplace. This policy shall be reviewed every two years to ensure it remains relevant and current to DM Civil's activities.



**Stephen Hall**  
Managing Director



**Jason Toohey**  
Managing Director