

Occupational Health and Safety (OHS) Policy

At Guardian Communication Systems (GCS), we are committed to health, safety and welfare of all our employees and to the people affected by our undertakings, including contractors and visitors.

Commitments

As part of our overall OH&S Safety Management System, GCS is committed to:

- Establishing measurable objectives and targets to ensure continued improvement aimed at eliminating work related injury and illness.
- Complying with relevant OH&S legislation, codes of practice, standards and guidelines applicable to GCS and to exceed industry best practice OH&S standards
- Documenting, implementing and communicating the OH&S Policy to all employees and contractors and providing adequate resources to ensure the OHS policy is maintained
- Seek, consult, value and incorporate employee's opinions in relation to decision making processes impacting on workplace health and safety
- Providing appropriate training for all employees
- Making the OH&S Safety management system and policies readily accessible to all employees & interested parties, and
- Periodically review our entire OH&S policies & procedures, including the OH&S Safety Management System, to ensure it remains relevant and appropriate given the nature of our business.

Objectives

The overall objectives of our OH&S Safety Management System are:

- Zero work related injuries and illnesses
- To provide effective and meaningful consultation to employees regarding issues that affects their health, safety and welfare
- To implement and maintain an OH&S risk management program to identify, assess and control all risks to the health, safety and welfare of all people affected by the undertakings of our business, and
- To provide all employees and contractors with adequate OHS systems, information, training, instruction and supervision to ensure work is conducted in the safest possible manner.

Responsibilities

All directors and managers have a responsibility to ensure that all aspects of the OH&S Safety Management System are fully implemented in operational areas under their control; that training and other activities are adequately resourced to enable successful implementation of the program and that employees under their direct supervision are openly encouraged to participate on the program.

Senior Managers

The Promotion and maintenance of OH&S is primarily the responsibility of management. To this end, it is management's responsibility to develop, implement and keep under review, in consultation with employees, GCS Safety Management System & submit all requested & relevant documentation to the National OH&S Compliance Manager

Supervisors

Each Supervisor is required to ensure that the intent and requirements of the OH&S Policy and the OH&S Safety Management System is effectively met and implemented in their areas of control, and to support any subordinates and hold them accountable for their specific responsibilities.

Employees / Contractors

All employees and contractors are required to cooperate with the intent of the OH&S Policy and OH&S Safety Management System to ensure their own health and safety and the health and safety of others in the workplace.

Further Information

If you would like further information, please contact your manager.

Reviewed by: Name and title	John Grey Managing Director	Date approved	10/1/2025
		Date reviewed	10/1/2025