

# Work Health and Safety Policy

This policy outlines Higgins commitment in providing a safe and healthy work environment for its employees, contractors, customers and stakeholders when providing commercial painting and building services to its customers.

Higgins Coatings is ISO 45001:2018 certified. As an integral policy of the Integrated Management Systems (IMS), Higgins will continually develop and enforce policies, procedures and practises in line with the current Work Health and Safety (WHS) legislation to assist and maintain the health, safety and welfare of all employees. Higgins will regularly review and update their IMS in line with the Quality Policy of continual improvement.

The following measurable objectives and associated targets have been developed to ensure the continued improvement on Work Health and Safety:

- WHS Site Safety Plans will be developed for all major projects and Safe Work Method Statements will implemented for all high-risk activities;
- Regularly reviewing our IMS and continually improving processes through conducting risk assessments and internal audits to ensure its effectiveness and ongoing relevance;
- Provide training to enable all employees to work safely and comply with relevant legislation whilst identifying foreseeable hazards and implementing controls to reduce frequency of injuries to employees, contractors and visitors;
- Constant documenting and communicating Health and Safety objectives and targets in relation to the company's business performance and periodically reviewing to ensure ongoing suitability to Higgins operations and activities;
- Higgins is striving towards a Zero Harm Culture by investigating all reported incidents and implementing immediate corrective actions to prevent reoccurrence;
- Implementation of not negotiable lifesaving rules to embed a positive safety culture
- Complying with the relevant legal requirements of each state and Higgins Policies and procedures. Where practicable Higgins will go beyond these requirements and;
- Higgins will ensure this policy is communicated to all employees, sub-contractors and suppliers



**Gerard Higgins**  
Managing Director