

JTH Asset Management Pty Ltd is committed to the highest standards of health and safety for all employees, contractors, visitors, and the communities in which we operate. Our goal is to ensure a safe working environment while upholding our responsibility to protect our workforce and the environment. We aim to provide a safe and healthy work environment which will be achieved through the participation, co-operation and commitment of everyone in the workplace.

To achieve these policy objectives, management will:

- Meet all relevant legislative and regulatory requirements to reflect our commitment to best practice.
- Implement a framework for identifying, assessing and managing risk across all business operations.
- Eliminate or minimise all workplace hazards and risks as far as is reasonably practicable.
- Provide information, instruction and training to enable all workers to work safely.
- Supervise workers to ensure work activities are performed safely.
- Consult with and involve workers on matters relating to health, safety and wellbeing.
- Provide appropriate safety equipment and personal protective equipment.
- Provide a suitable injury management and return to work program.
- Ensure the reporting and investigation of near misses, accidents and incidents.

Workers will:

- Carry out a personal risk assessment prior to any task.
- Take reasonable care for their own health and safety.
- Follow safe work procedures, instructions and rules.
- Participate in safety training and toolbox meetings.
- Report health and safety hazards to the supervisor.
- Report all injuries and incidents to the supervisor.
- Use safety equipment and personal protective equipment as instructed.

This policy statement shall be displayed at our JTH office in Mackay and is communicated to employees during our Safety Induction, and accessible via our Company website. We will review this policy periodically to ensure it remains relevant to the needs of the Company and our clients.

The directors of JTH Asset Management endorse this policy to confirm their personal commitment to maintaining high levels of safety in all aspects of the workplace for all employees and the public.

SAFETY IS EVERYONE'S RESPONSIBILITY

**Jason Trannore** | Director

**Dan Hollis** | Director

*Always refer to SharePoint for the latest version*

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