
HEALTH & SAFETY POLICY

Patriot is committed to providing and maintaining a safe and healthy workplace for all employees as well as contractors, clients, visitors, and members of the public. Hazards and risks to health and safety will be eliminated or minimised, as far as is reasonably practicable. This commitment extends to the safe and efficient operation of its vehicles, associated fleet and equipment and any associated construction, waste management and utilities management activities which may be deployed.

The responsibility for managing health and safety ultimately rests with the person in control of the business or undertaking (PCBU), directors and management.

Patriot's objectives are to focus on opportunities, which prevent and mitigate all accidents, injuries, and occupational illness. In order to achieve this, management will:

- Make our commitment to Work Health and Safety visible to all interested parties;
- Promote Health and Safety and manage it in the same way as any other critical business activity;
- Maintain a certified safety management system in accordance ISO 45001;
- Comply with all applicable laws and regulations and apply appropriate standards where respective legislation does not exist;
- Maintain an Integrated Management System, in which competencies, responsibilities and communication channels are clearly defined;
- Provide information, instruction, and training to enable all workers to work safely;
- Communicate this policy to all existing workers and to all new workers when they commence with Patriot;
- Provide a safe and healthy work environment for all employees and contractors with adequate facilities and appropriate protective equipment;
- Supervise workers to ensure work activities are performed safely;
- Consult with and involve workers on matters relating to health, safety, and wellbeing;
- Provide a suitable injury management and return to work program;
- Identify and analyse potential hazards and implement measures to avoid, prevent, control risks;
- Preparation of quick and efficient response to emergency situations to minimise the potential impact of incidents should they occur;
- Design, build and maintain facilities and utilise services in a manner to avoid risk to people and the environment;
- Provide training and job-specific education to all employees supported by internal standards, procedures, and instructions; and
- Set targets and objectives to measure our performance to achieve continuous improvement with the aim of eliminating work related injury and illness and ensuring compliance with all applicable standards.

Workers have important responsibilities for health and safety in the workplace. Workers will:

- Take reasonable care for their own health and safety;
- Follow safe work procedures, instructions, and rules;
- Participate in safety training;
- Report health and safety hazards;
- Report all injuries and incidents; and
- Use safety equipment and personal protective equipment as instructed.

Our goal is to provide a safe and healthy work environment that is free from workplace injury and illness. This will only be achieved through the participation, co-operation, and commitment of everyone in the workplace.

This policy together with the measurable objectives and targets will be reviewed on a regular basis to ensure that it remains relevant and suitable to the operations of Patriot.



Liam Lynch (CEO)