

WORK HEALTH & SAFETY POLICY

Aster Services provides multi-disciplined services to a wide range of clients. Our policy is to protect the health, safety and wellbeing of workers and other persons affected by the Company's activities, in accordance with the legislative requirements of the NSW WHS Act 2011, WHS Regulation 2025 and all relevant Codes of Practice and Standards.

In support of this policy, Aster is committed to the following health and safety objectives:

- Compliance with all applicable health and safety legislation and requirements.
- Implementation and continual improvement of a Work Health and Safety Management System aligned with ISO 45001 principles.
- Promote consultation and participation of workers in matters affecting health, safety and wellbeing.
- In consultation with staff, identify any foreseeable hazards that may arise in the workplace.
- In consultation with staff, assess the risk of harm arising from identified hazards as per AS/NZS ISO 31000 Risk Management Principles and Guidelines.
- To identify and put in place the actions necessary to eliminate hazards and / or control risks.
- Promotion of a positive safety culture throughout the organisation.
- Provision of appropriate information, instruction and training in health and safety.
- Development of safe working practices.
- To establish, monitor and review objectives and targets that support continual improvement in health, safety and wellbeing performance.
- To provide safe and healthy working conditions for the prevention of work-related injury, ill health and psychosocial harm.

Actions & Responsibilities

Every person has a fundamental duty to ensure the health and safety of themselves and others at work and as such the Executive Director will:

- Provide the leadership, strategic direction, resources and support necessary to achieve the organisation's health and safety objectives.
- Managers and supervisory staff must:
 - Identify and manage hazards, risks and psychosocial hazards within their areas of responsibility;
 - Actively consult with employees and contractors on safety issues; and
 - Maintain information and records relating to the health and safety of employees.

Workers must:

- Cooperate in the process of safety management;
- Follow WHS procedures and systems;
- Identify and report hazards;
- Participate in WHS consultation and training; and
- Take reasonable care for their own health and safety and that of others and actively participate in hazard and risk management activities.

This policy is approved and issued by the Executive Director of Aster Services.



Michael Walshe
Executive Director

01 June 2026