OCCUPATIONAL HEALTH AND SAFETY POLICY

Zancott Knight Pty Ltd (ZK) is committed to protecting the health, safety, and wellbeing of all employees, contractors, service providers, clients, and visitors. There will be no compromise on health and safety in anything we do. We embrace the principles of injury prevention, early intervention, medical management, and fair rehabilitation and return-to-work practices.

It is ZK's policy to ensure that all work environments, so far as is reasonably practicable, are without risk to health and safety.

OUR COMMITMENTS:

- Compliance: Fully comply with the Work Health and Safety Act and Regulations, relevant codes of practice, standards (including ISO 45001:2018), and industry requirements.
- Capability: Provide employees with the appropriate skills, training, resources, and supervision to perform their work safely.
- Culture: Foster a positive safety culture where employees actively participate in achieving our WHS objectives.
- Performance: Monitor, measure, and review WHS performance to drive continual improvement.
- Risk control: Identify, assess, and manage risks associated with all operations.
- Responsibility: Ensure all employees, contractors, and leaders understand and accept their WHS responsibilities.
- Rehabilitation: Support injured workers through equitable rehabilitation and return-to-work programs.
- Consultation: Engage with employees and stakeholders to ensure WHS issues are identified, addressed, and reviewed collaboratively.

Leadership at all levels within ZK is accountable for embedding safety into daily operations and decision-making. We recognise that effective Work Health and Safety management is not only a legal obligation but also a key driver of operational excellence, client confidence, and sustainable business outcomes. By integrating WHS into our facilities management services, we ensure that safe work practices, hazard awareness, and risk management are fundamental to how we plan, deliver, and review all projects and services.

IMPLEMENTATION

These commitments are delivered through Zancott Knight's Work Health and Safety Management System, aligned with ISO 45001 and integrated with our overall management systems. Performance against this policy will be regularly reviewed by the Senior Leadership Team to ensure its ongoing effectiveness

Joshua E. Purcell
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