

# HEALTH, SAFETY AND WELLBEING POLICY

At Synergy, the physical and psychological health and safety of our people<sup>1</sup> is central to everything we do. We will conduct business in a manner that protects our people, our customers, and the community in which we operate. By doing so, it will enhance our personal, social, and organisational performance.

## OUR PRINCIPLES:

1. We are all personally committed to continually improve our health, safety, and wellbeing performance (*Innovation*)
2. We are all accountable to do what is required of us to keep everyone healthy, safe, and well (*Accountability*)
3. We are all committed to each other's health, safety, and wellbeing (*Collaboration*)
4. No business need or activity takes precedence over our commitment to health, safety, and wellbeing (*Trust*)



## To achieve this, Synergy will:

- Lead, educate and empower our people to shape and evolve a positive physical and psychologically healthy and safe culture for our business.
- Monitor the physical and psychological health and conditions of our people to prevent injury and illness.
- Ensure our people:
  - are competent and have adequate resources; and
  - have the information, training, instruction, and supervision to safely perform their role.
- Consult and promote participation with our people and the community on matters relating to health, safety, and wellbeing.
- Consult, cooperate, and coordinate activities with all other persons who share a safety duty in relation to our business.
- Continually and proactively identify and effectively manage the physical and psychosocial hazards and risks associated with operating our business.
- Eliminate or minimise risks to health, safety, and wellbeing, so far as reasonably practicable.
- Learn from incidents and apply learnings.
- Establish, monitor, and review objectives and targets to drive continuous improvement and operational success in health, safety and wellbeing.
- Meet our legal and regulatory requirements.

A handwritten signature in black ink that reads "David Fyfe".

DAVID FYFE, CEO  
DECEMBER 2022

<sup>1</sup> "Our people" in this document has the same meaning as "workers" under the *Work Health and Safety Act 2020*.