

Workplace Health & Safety Policy

At Crest Air Conditioning (Crest), workplace health and safety is a core value that underpins all aspects of our business activities. We are committed to the prevention of incidents by providing and maintaining a safe and healthy environment for our employees, contractors, visitors, customers, and others who may be affected by our operations. We believe that all workplace injuries and illnesses are preventable and strive to maintain high standards of safety across all operations.

Our Work Health and Safety (WHS) Management System is aligned with ISO 45001, ensuring a structured, risk-based approach to occupational health and safety.

Crest’s approach to WHS is one of continuous improvement, supported by measurable safety goals and regular performance reviews. We aim to eliminate incidents and injuries through proactive risk management, consultation, and accountability.

This policy provides a framework for establishing and reviewing WHS objectives and measurable safety goals across the organisation.

To uphold this commitment, Crest will:

- Comply with all relevant WHS legislation, including the WHS Act, supporting Regulations, Standards, and Codes of Practice, and other applicable requirements to which Crest subscribes, including contractual and client requirements
- Implement and maintain a WHS Management System appropriate to the scale and nature of our operations, in accordance with ISO 45001.
- Consult and communicate openly with employees, contractors and customers on health and safety matters, especially when changes occur in work processes, equipment, or environments, and promote the consultation and participation of workers in decision-making related to WHS.
- Apply structured risk management processes to identify, assess, and control hazards, with a focus on risk elimination or reduction.
- Provide health and safety training, instruction, and resources to ensure all personnel can perform their duties safely.
- Maintain safe work environments, including appropriate plant, equipment, and welfare facilities.
- Supply and enforce the use of personal protective equipment (PPE) as determined through risk assessment and applicable WHS requirements.
- Ensure all managers, supervisors, employees, and contractors are inducted into Crest’s WHS Management System and held accountable for their roles and responsibilities.
- Conduct regular safety audits, inspections, and reviews to monitor performance and identify opportunities for improvement.
- Continuously review and enhance our WHS systems, policies, and initiatives to ensure ongoing effectiveness and compliance.
- Promote a culture of shared responsibility, where all individuals are expected to take reasonable care of their own health and safety and that of others, and report hazards or unsafe practices promptly.

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This policy applies to all employees, contractors, visitors, customers, and other persons whose health or safety could be impacted by our work activities.

This policy will be documented, implemented, communicated and understood within Crest, and made available to relevant interested parties. It will be reviewed in accordance with Crest's document control and management review processes to ensure it remains current and effective in safeguarding the health and safety of all individuals at Crest.

As Managing Director of Crest, I am personally committed to providing and maintaining a safe and healthy environment and to the continual improvement of our safe working practices.



Andrew Johnson
MANAGING DIRECTOR

DATE: 26 February 2026

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