



HEALTH & SAFETY POLICY

Kinetic IT believes that the wellbeing of our staff, contractors and visitors lies at the heart of our company's success. Whether working on a customer or corporate site, we are committed to fostering a culture which acts proactively, to ensure everyone goes home safe and healthy every day. We will promote and demonstrate that by working together we can create a safe and healthy workplace for all.

Kinetic IT and its Top Management are committed to:

- Delivering our services, and managing our staff, contractors, and visitors in a manner where health and safety is our priority.
- Being accountable and responsible for healthy and safe working conditions to ensure the prevention of work-related injury and ill health for our staff, contractors, and visitors.
- Integrating legal and other requirements, as well as wider health and safety considerations into our decision making and actively managing risks to ensure we never compromise health and safety for a commercial outcome.
- Actively engaging with staff and contractors in health and safety matters, and consulting with them on ways to identify, assess, and control workplace hazards.
- Identifying and removing barriers to effective consultation and participation of staff and contractors.
- Working with our customers to assess, adapt, and apply their health and safety controls.
- Ensuring our processes and practices, enabled through applying the Hierarchy of Controls, effectively manages the risks of injury or harm to our employees, contractors, visitors, customers, and the community.
- Undertaking regular risk assessments to define hazard controls for our processes and practices which are consistent with Kinetic IT tolerance and values.
- Establishing measurable objectives and planning to achieve them.
- Monitoring, measuring, and evaluating our performance to continually improve our health and safety management system and practices.
- Regular and relevant communication, education, and awareness activities.

We expect our staff to take a proactive approach to protecting themselves and others through:

- Diligently assessing workplace activities to identify and manage the risk of injury or harm for themselves and others.
- Remaining aware of and applying the required health and safety procedures and practices.
- Reporting any health and safety concerns including hazards, injuries, and safety incidents.
- Actively participating in safety and health planning, training, and improvement activities

At all times, our staff are to refrain from, or cease, any activity that would expose themselves or others to imminent danger and/or an unmanageable level of risk.

Michael North
Chief Executive Officer

Rhoda Phillippo
Chairperson