

WORK HEALTH AND SAFETY POLICY — Bayside Treeworks Pty Ltd

Bayside Treeworks is committed to providing and maintaining a workplace that is safe and without risks to the health, safety, and welfare of all workers and all other persons affected by our arboricultural operations. We recognise that tree work is one of the most hazardous occupations in Australia and we take this responsibility seriously.

To achieve this, Bayside Treeworks commits to:

- Complying with the Occupational Health and Safety Act 2004 (Vic), OHS Regulations 2017 (Vic), ISO 45001: 2018 and all relevant codes of practice and industry standards.
- Systematically identifying hazards, assessing risks, and implementing controls using the hierarchy of controls — with a preference for elimination and engineering controls over administrative controls and PPE.
- Ensuring Safe Work Method Statements (SWMS) are prepared and followed for all high-risk arboricultural work.
- Establishing measurable OH&S objectives and targets aimed at eliminating work-related injury and illness.
- Providing adequate information, instruction, training, and supervision to all workers to enable them to perform their work safely.
- Meaningfully consulting and involving workers at all levels in hazard identification, risk assessment, and decisions affecting their health and safety.
- Ensuring all incidents, near misses, and hazards are reported, recorded, and investigated to prevent recurrence.
- Maintaining a return-to-work program for injured workers.
- Monitoring OH&S performance and continually improving our OH&S management system.

All managers, supervisors, and workers share responsibility for implementing this policy. Workers have the right to cease unsafe work without penalty. This policy is reviewed annually by the Managing Director.

Date: 27th April 2026