

# Work Health & Safety Policy

## Our Commitment

MSS Group is committed to providing safe and healthy working conditions for our employees, clients, contractors, and other stakeholders impacted by the work we perform. This policy sets out the company's approach to health, safety and the responsibilities of our employees and the contractors that we engage to complete work on behalf of MSS Group. Through this commitment our aim is to reduce, if not eliminate, injury and ill health within the workplace.

## Our Strategy

Using the framework of ISO 45001, MSS Group shall identify, assess, control, and monitor hazards within the workplace. Through the identification of hazards within the workplace, the team shall assess the hazard for the potential risk and implement suitable and adequate controls to reduce if not eliminate the hazard. Through our governance program the team shall monitor the effectiveness of controls implemented to ensure that they are reducing the risk as intended without introducing new risks.

## Leadership and Assurance

MSS Group leaders acknowledge that as a part of the continual improvement process for safety systems and performance safety objectives shall be set for the MSS Group. Through our management system, MSS Group strives to comply with our own standards, align with client expectations, and meet or exceed applicable legislative and industry requirements.


## People Engagement and Training

MSS Group is committed to providing appropriate resources, training, tools, procedures, and the required support to ensure our workforce can perform their duties safely and competently. Through engagement and the implementation of initiatives we look to optimise the health and well-being of our team members. MSS Group acknowledge our responsibility to actively consult, communicate, and involve our employees and other relevant parties in health and safety decision making, hazard identification, and risk control.

MSS Group expects that all team members shall be fit for work, both mentally and physically, to ensure that they or any other stakeholders are not put at risk from our work activities. Work decisions shall be undertaken through the consultation and participation process and shall involve our team members to ensure that their health, safety, and wellbeing is not negatively impacted.

## Accountabilities

It is expected that all team members shall uphold this Work, Health & Safety Policy. Leaders within each of the MSS Group Divisions are responsible for the implementation of the Work, Health, and Safety Management System. This policy is available to all interested parties.



**CHRIS RUSSELL**  
Chief Executive Officer  
Approved 17-March-2025

