



OCCUPATIONAL HEALTH, SAFETY AND WELFARE POLICY

SPS is a Contract Cleaning Company committed to the continual improvement of Occupational Health and Safety that we provide, to meet the needs of our staff, clients, and the public.

The Management of SPS recognises that the physical & mental health, safety, and wellbeing of employees is of primary importance and ranks it equally with all other financial and operational considerations.

Through the implementation of this policy SPS aims to ensure as far as it is reasonably practicable, that our clients, our employees, and the public are safe from injury and risk to health that may arise in the course of SPS conducting its business operations. Furthermore, SPS has implemented a number of initiatives to promote and facilitate employees' wellbeing wherever possible, both inside and outside of work. This will be achieved by striving to continually improve our health and safety systems and practices, and by comparing those against industry standards. To this end, SPS has adopted ISO 45001 *Occupational Health and Safety Management Systems – Requirements* as a basis for its OHSM System.

SPS acknowledges the need to manage occupational health, safety and wellbeing through effective policy development, management systems and prevention programs which will be developed and implemented incorporating the following strategies:

- Commitment to establishing measurable objectives and targets to ensure continued improvement aimed at elimination of work-related injury and illness.
- Senior management commitment and active involvement.
- Consider favourably suppliers of goods and services who pursue good OH&S management practices.
- Managers' and supervisors' responsibilities & authorities clearly established for the occupational health safety and wellbeing of employees physical & mental health under their control.
- Effective communication & consultation with employees.
- Clearly defined and assigned roles, responsibilities, authorities, and procedures for achieving SPS aims and objectives.
- Managers, supervisors, and employees provided with appropriate and ongoing adequate training, instructions, information, resources, and support to enable them to fulfil their responsibilities.

This health and safety policy will be reviewed each year in consultation with employees (or where applicable with health and safety representatives) using established consultative mechanisms and considering compliance obligations to all interested parties.

A handwritten signature in black ink, appearing to read 'Zac Hook'.

Zac Hook
CEO
SPS Facilities
SPS-OHS-POLICIES
V 11 (July 2025)

