

# Contractor Health, Safety and Environment Policy

At Stilmark, managing worker health and safety and risks to the environment is integral to our business and a central element of everything we do. Safe practices must be inherent in our systems, our operating procedures, and most importantly in the way we think. As an employer and Principal Contractor, Stilmark provides and maintains a safe and healthy workplace for team members, consultants, contractors and visitors.

Contractors, suppliers and partners must be able to demonstrate the following:

- The promotion and development of a positive safety culture within their organisation
- Actively and systematically managing safety and environmental related risks associated with the operations conducted on behalf of Stilmark
- Consistent and continuous improvement in workplace safety and environmental practices
- Perform all tasks and works in a safe manner and, where appropriate, in accordance with Acts, Regulations, Codes of Practice and Australian and applicable International Standards
- Management accountability for establishing and maintaining safe workplaces and practices through policies, procedures, instructions and adequate resources to enable the safe conduct of work
- Early identification, assessment and control of hazards within their respective business, and where required, investigation of incidents and near misses to determine root causes and corrective actions
- Relevant education, instruction and information to all people working at any Stilmark site
- Communication to team members of The Stilmark WHS Manual and QHSE Safety Policy including communication on safety and environmental matters in an open, transparent and timely manner

Stilmark will assess each contractor and supplier against the above elements.

Safety and Environmental standards and contractual obligations between Stilmark and contractors or suppliers will be negotiated in accordance with the circumstances of each contract and the relevant industry-specific standards.

This policy applies to all contractors, suppliers and partners associated with activities supporting Stilmark.

This policy is applicable to all entities under the operations of Stilmark Holdings Pty Ltd.



Steven Butler  
Chief Executive Officer

Document Number	Version	Created / Amended by	Approved by	Date	Document Review Date
SG_P_03	Version 0.1 Draft – For Consultation.	Josh Maxwell, Director WHS	Draft	11 <sup>th</sup> June 2019	
SG_P_03	Version 1.0 – For Publication	Josh Maxwell, Director WHS	Steven Butler – CEO	1 <sup>st</sup> July 2019	30 <sup>th</sup> June 2020
SG_P_03	Version 2.0 – For Publication	Josh Maxwell, Director WHS – Update and reviewed as part of the implementation of the Stilmark DMS	Steven Butler – CEO	1 <sup>st</sup> May 2020	30 <sup>th</sup> June 2021