



DTL-HSE-POL-0001

Work Health & Safety Policy

DTL Health & Safety Management System

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Owner: Annelize Van Tonder (Cost Controller)

Purpose: DTL (WA) Pty Ltd ("DTL") is committed to providing and maintaining a safe and healthy workplace for all workers, contractors, visitors, clients and members of the public who may be affected by our operations.

As a provider of water infrastructure solutions — including water infrastructure projects, mine water management, pipeline and pump supply and installation, turkey nest establishment and dam lining, tailings and associated piping, small-scale civil works, earthworks and HDPE fabrication — DTL recognises that the health, safety and wellbeing of our people is fundamental to the success of our business.

• **Safety is a core value of DTL and takes precedence over production, schedule and cost considerations.** No task is so urgent that it cannot be completed safely.

DTL is committed to preventing work-related injury, illness and incidents through effective leadership, consultation, risk management and continual improvement so that everyone returns home safely every day.

Our Commitment

DTL is committed to complying with the requirements of the *Work Health and Safety Act 2020 (WA)*, the *Work Health and Safety (General) Regulations 2022 (WA)*, applicable Codes of Practice, Australian Standards (including AS/NZS ISO 45001 Occupational Health and Safety Management Systems) and all other relevant legal obligations.

To achieve this commitment, DTL will:

- provide and maintain a work environment that is, so far as is reasonably practicable, safe and without risks to health;
- identify hazards and assess and control risks using the hierarchy of controls to eliminate or minimise risks so far as is reasonably practicable;
- establish, maintain and continually improve safe systems of work, including Safe Work Method Statements (SWMS) and risk assessments where required;
- provide appropriate information, instruction, training, supervision and resources to ensure workers are competent to perform their work safely;
- consult, cooperate and coordinate activities with workers, contractors, clients and other duty holders on matters affecting health and safety;
- encourage active participation in safety initiatives and continuous improvement;
- report, record, investigate and learn from all incidents, injuries, hazards and near misses;
- ensure plant, equipment, vehicles and substances are safe, fit for purpose and appropriately maintained;
- provide suitable personal protective equipment (PPE) and ensure its correct use;

- support injured workers through effective injury management and return-to-work programs;
- establish measurable health and safety objectives and monitor performance against those objectives;
- promote a positive safety culture through visible leadership and accountability at all levels of the organisation.

Fitness for Work

DTL is committed to ensuring all personnel present fit for work and capable of performing their duties safely.

- workers must not attend work while affected by alcohol, illicit drugs, fatigue, illness, medication or any condition that may impair their ability to work safely;
- fatigue risks will be managed through appropriate planning, supervision and monitoring of work activities.

Mental Health and Wellbeing

DTL recognises that psychological health is an important part of workplace health and safety. DTL is committed to identifying, assessing and managing psychosocial hazards, including:

- workplace stress;
- fatigue;
- bullying;
- harassment;
- occupational violence;
- excessive workloads;
- poor workplace behaviours.

DTL promotes a respectful workplace culture where workers are encouraged to raise concerns and seek support when required.

Risk Management

DTL applies a structured risk management process across all work activities:

1. identify hazards;
2. assess risks;
3. implement appropriate controls using the hierarchy of controls;
4. monitor and review the effectiveness of controls.

Risk assessments are completed before work commences and reviewed whenever work conditions, equipment, personnel or environmental factors change.

Training and Competency

DTL ensures all personnel are appropriately trained, competent and qualified for the work they perform. This includes:

- relevant trade qualifications;
- site inductions;
- Verification of Competency (VOC);

- high-risk work licences where applicable;
- ongoing refresher and skills training.

Workers must not undertake tasks for which they are not trained, authorised or competent.

Stop Work Authority

- Every worker has both the **authority and responsibility to stop work** where they believe an activity presents an immediate or uncontrolled risk to health, safety or the environment. No worker will be disadvantaged for raising a safety concern or exercising their stop work authority in good faith.

Safe Work Practices

DTL implements safe work practices through documented procedures, risk assessments, Safe Work Method Statements (SWMS), permits and supervision. Key controls include:

Pre-start meetings. Daily pre-start meetings are conducted to discuss planned activities, hazards, controls, environmental conditions and permit requirements.

Permits to work. Permits are obtained where required for higher-risk activities, including:

- excavation;
- hot work;
- confined space entry;
- working at heights;
- lifting operations;
- isolation.

Lockout/Tagout (LOTO) procedures are applied where required, and zero energy is verified before maintenance or repair work is undertaken.

Lifting operations. Lifting activities are planned and executed using certified equipment, competent personnel and approved lifting practices. Ground conditions are assessed, exclusion zones established and maintained, and no person is permitted beneath suspended loads.

Mobile plant and traffic management. DTL implements traffic management controls to separate plant and personnel wherever reasonably practicable. Spotters, UHF communication systems, signage and site speed limits are utilised as required.

Personal protective equipment. Minimum PPE requirements include:

- hard hat;
- safety glasses;
- long-sleeve high-visibility clothing;
- steel-cap safety boots;
- gloves.

Additional PPE is provided and used as required by the task and risk assessment.

Incident Reporting and Investigation

All incidents, injuries, hazards, near misses, environmental incidents and property damage events must be reported immediately. DTL is committed to:

- making the area safe;
- providing assistance where required;
- reporting incidents promptly;
- conducting investigations;
- identifying root causes;
- implementing corrective actions;
- sharing lessons learned.

Environmental Management

DTL is committed to conducting operations in an environmentally responsible manner and preventing pollution and environmental harm. Environmental controls include:

- spill prevention and response measures;
- appropriate waste management;
- dust suppression;
- protection of waterways and sensitive environments;
- responsible storage and handling of fuels and chemicals.

Emergency Preparedness and Response

DTL maintains emergency response arrangements appropriate to the nature and location of our work. Workers are made aware of:

- emergency procedures;
- muster points;
- emergency contacts;
- first aid arrangements;
- emergency equipment locations.

Emergency drills and exercises are conducted where appropriate.

Communication and Consultation

DTL is committed to effective consultation with workers and other duty holders. Communication is facilitated through:

- daily pre-start meetings;
- toolbox meetings;
- safety alerts;
- safety meetings;
- incident investigations;
- client and contractor coordination activities.

Workers are encouraged to actively participate in health and safety discussions and contribute to continuous improvement initiatives.

Monitoring, Review and Continual Improvement

DTL monitors health and safety performance through:

- workplace inspections;
- audits;
- hazard reporting;
- incident investigations;
- corrective actions;
- management reviews.

Health and safety performance data is regularly reviewed to identify trends and opportunities for improvement.

Responsibilities

Work health and safety is a shared responsibility.

Directors are responsible for:

- providing leadership and commitment to health and safety;
- ensuring adequate resources are available;
- monitoring WHS performance;
- meeting due diligence obligations under WHS legislation.

Managers and supervisors are responsible for:

- implementing safe systems of work;
- monitoring compliance;
- managing risks;
- consulting with workers;
- providing supervision and support.

Workers and contractors are responsible for:

- taking reasonable care for their own health and safety and that of others;
- following procedures and instructions;
- using equipment and PPE correctly;
- reporting hazards, incidents and injuries;
- participating in safety activities and consultation processes.

Review

This policy will be reviewed at least annually and following any significant change to legislation, operations, incidents, organisational structure or business activities to ensure it remains relevant, effective and aligned with DTL's objectives. This policy is communicated to all workers and made available to interested parties upon request.

Authorisation

This policy is endorsed and authorised by the Director of DTL (WA) Pty Ltd.

Approved for issue



Tyson Knight — Director

27 May 2026

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