

# Work Health & Safety Policy

FIRST Security is committed to providing an environment that protects the health, safety and wellbeing of workers, contractors, visitors its customers and members of the public.

FIRST Security believes that all injuries are preventable and is committed to preventing and reducing illness and injury in the workplace and to ensuring that the workplace is safe and without risk to health.

## **With this policy we are committed to:**

- Complying with workplace health and safety (WHS) legislation and regulations.
- Developing, implementing, and maintaining the WHS Management System.
- Consulting with workers on matters that may impact their health, safety, and wellbeing.
- Identifying, assessing, and controlling risk to our workers, contractors, visitors, and our business.
- Providing an effective injury management and return to work programme.
- Reporting on a regular basis to the Board of Directors on matters of workplace health and safety.

## **Working with our customers we have shared responsibility for:**

- The resources to identify, assess and control WHS risks associated with FIRST Security's activities.
- Safe systems of work and the effective implementation of policies and procedures.
- Safety information, education and training to all workers and contractors.
- Setting measurable WHS objectives and targets as part of business plans.
- Continued improvement of the WHS Management System and performance.

## **FIRST Security's workers are responsible for:**

- Performing all work duties in a manner that ensures their health and safety and that of other workers.
- Adhering to policies and procedures and participating in WHS training, consultation, and initiatives to improve health and safety.
- Immediately reporting all hazards and incidents, including near misses, to management through dedicated systems.
- Contributing to the continued improvement of the WHS Management System.

## **FIRST Security's performance:**

- We will actively monitor and review our organisation's performance to ensure that we succeed in meeting our health and safety objectives.

Management and workers of FIRST Security are committed to resolving all WHS issues through consultation to ensure our business operations and work practices are free from risks to health and safety.

This Policy has the total commitment of the Senior Management Team and has been developed in consultation with WHS Representatives and staff.

This Policy is reviewed annually as a part of the business planning process to ensure it is appropriate to the business.

**Signed**



**Name**

Sara Norrie

**Title**

CEO – FIRST Security

**Date**

27 August 2026