

SAFETY POLICY

BIC Corporate Policy 002 - Issue Date: 16.10.2023

Purpose

The purpose of this policy is to outline the commitment of B.I.C. Services Pty. Limited (BIC) in mitigating injuries, industry-related diseases and property losses and striving continuously to improve the health and safety of all employees, contractors and third parties who are impacted by our activities, as detailed within the BIC's Integrated Management System (IMS).

Scope

This policy informs the practices and activities of all BIC's employees. It encompasses our full range of cleaning solutions, including maintenance, hygiene and waste management services for commercial, industrial, education, aged-care, health and public places across Australia.

Objectives

Our objectives and commitment in the fulfilment of this policy are to:

- Be an industry leader in health and safety and operate within a management system which drives continuous improvement in these areas.
- As a minimum, comply with all applicable occupational health and safety laws, regulations and other requirements.
- Maintain consultation with staff and promote their participation in the management and improvement of health and safety at work.

Targets have been established and are periodically measured to monitor compliance of the management system with the above objectives.

Key strategies

Our strategies to meet these objectives are as follows:

- Give health and safety considerations prevailing status over other primary business objectives – with particular emphasis on high-risk activities.
- Delay or suspend work where effective controls are not in place to manage hazards.
- Design our work environments to minimise risk to personnel and to develop work practices that further reduce risk to as low as reasonably practicable.
- Ensure the ongoing competence of personnel.
- Develop appropriate levels of health management and rehabilitation for all personnel.
- Ensure that contractors clearly understand BIC's expectations with respect to health and safety.



Tony Gorgovski
Chief Executive Officer