

## *Work, Health, Safety & Environment (WHSE) Policy*

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### **1. Scope of Policy**

This policy applies to all employees of AVID Property Group Holdings Pty Ltd (AVID) and its subsidiaries (collectively, the “Group”).

### **2. Purpose of Policy**

The work health and safety of workers and others involved in the activities of AVID is of fundamental importance to the company and our performance in this area will be regarded as a key measure of our total performance. This key measure also extends to ensuring that our business or undertaking does not adversely affect the local community or environment.

### **3. Key Principles**

#### **AVID is committed to:**

- the protection of the health and safety of all people involved in or affected by its activities;
- the effective management and monitoring of work health safety and the environment;
- the prevention of injury, ill health (including psychological health), loss and environmental damage;
- conducting all of its operations in accordance with relevant state WHS/OHS and Environmental legislation;
- the elimination of risk so far as is reasonably practicable and, where this is not reasonably practicable, to minimise those risks so far as is reasonably practicable;
- continually improve the WHSE management system (WHSEMS) and therefore it will be reviewed and updated to enable AVID to sustain excellent work health safety and environmental performance;
- ensure that work is carried out in a manner such that people involved in or affected by AVID activities are not unreasonably exposed to hazard or risk or, if hazards and risks are unavoidable, that such risks are minimised so far as is reasonably practicable.

#### **These commitments shall be met by:**

- Management, workers and contractors accepting work health and safety as an individual responsibility and as a pre-requisite in the planning of all activities
- Ensuring incidents are reported and investigated as appropriate and that any lessons learnt from these incidents are communicated within the organisation and with other duty holders to eliminate work related injury and illness
- Open communication and consultation at all levels, and with other duty holders
- Establishing measurable objectives to drive work health safety and environmental performance
- Providing ongoing WHSE education and training to all employees and actively promoting environmental awareness among staff, clients, customers and other duty holders
- Providing adequate resources to comply with all relevant WHS/OHS and Environmental legislation and other requirements placed upon AVID by other stakeholders or itself
- Ensuring all known WHSE risks are identified, assessed and managed as part of an ongoing risk management framework within the business
- Mitigation of adverse impacts in relation to air, water, land, biodiversity, and cultural heritage
- Reviews of our WHSEMS and processes to enable continual improvement of the WHSEMS

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### 4. Related Policy

Related to this policy	
Related policies	Workplace Rehabilitation Policy Risk and Audit Committee Charter
Related/relevant forms or other organisational documents	WHSE Management system
Related legislation/statutory entitlements	WHS/OHS Acts and Regulations ISO45001 ISO14001

### 5. More Information

If you have a query about this policy or need more information, please contact the CEO or National HSE Manager.

### 6. Commencement and review

Policy issue date and latest version number:	May 2016 Version 5.0
Authority and date adopted:	Policy Approval Committee – June 2021
Date last reviewed:	January 2023
Date of next review:	Annually
Owner of Policy	AVID Chief Executive Officer



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**Cameron Holt**  
AVID Chief Executive Officer