

Commitment from Senior Management

Hydrera's leadership is committed to:

- Providing a safe and healthy working environment for employees, contractors, visitors, and all persons engaged with our facilities.
- Integrating safety, quality, and environmental considerations into all business operations through our **Integrated Management System (IMS)**, aligned with ISO 9001:2015, ISO 45001:2018, and ISO 14001:2015.
- Demonstrating accountability by endorsing, resourcing, and reviewing the IMS to ensure its effectiveness and continual improvement.

Our Policy Objectives

Hydrera will:

- **Compliance & Standards:** Meet or exceed WHS legislation, Australian and International Standards, Codes of Practice, and industry best practice.
- **Roles & Responsibilities:** Define and communicate responsibilities and authorities across all levels of management and staff.
- **Competence & Training:** Provide adequate information, training, and supervision to ensure competence and safe work practices.
- **Risk Management:** Identify hazards, assess risks using a structured methodology, and apply the hierarchy of controls to eliminate or minimize risks.
- **Operational Control:** Develop, implement, and maintain documented procedures for safe operations and emergency preparedness.
- **Incident Management:** Encourage timely reporting, investigate incidents, and implement corrective actions to prevent recurrence.
- **Consultation & Communication:** Engage employees and stakeholders in hazard identification, awareness, and continuous improvement of the IMS.
- **Objectives & Targets:** Establish measurable WHS objectives and targets, reviewed regularly at management and board level.
- **Continual Improvement:** Monitor performance, evaluate outcomes, and drive ongoing improvement in safety, quality, and environmental management.

Endorsement

Senior management fully endorses this Safety Policy and accepts responsibility for its implementation and effectiveness.



Steve Roberts
Vice President of Operations