

PROCESS-POWER SOLUTIONS

HEALTH AND SAFETY POLICY

Electrical | Automation | Commissioning | HVAC & Refrigeration | Mining & Industrial Services

PPS is committed to preventing work-related injury and ill health and to providing work environments in which risks are eliminated or minimised so far as is reasonably practicable.

DOCUMENT CONTROL

Document No.	PPS-HSE-POL-001
Revision	0
Effective Date	20 September 2026
Review Frequency	At least annually, and following material change or significant incident
Approved By	Director / Authorised Officer - Process-Power Solutions

CLIENT ASSURANCE

PPS will comply with applicable WHS legislation, approved codes of practice, licences, client requirements and site rules. Where PPS works under a principal contractor or mine operator safety management system, PPS will integrate with those requirements while maintaining its own legal duties and responsibilities.

STOP WORK AUTHORITY Every worker has authority to stop work where an uncontrolled risk or unsafe condition exists.	NO COMPROMISE Safety will not be traded for schedule, production, cost or convenience.	PLAN THE WORK Work is planned, risk assessed, authorised and performed by competent people using effective controls.
LEARN & IMPROVE Hazards, near misses and incidents are reported, investigated and used to improve systems.	CONSULT PPS consults with workers, clients, contractors and other duty holders on WHS matters.	VERIFY Critical controls, isolations, permits, competencies and equipment condition are verified before work proceeds.

Health and Safety Policy

Process-Power Solutions (PPS) | PPS-HSE-POL-001 | Revision 0

1. Purpose

This policy establishes the health and safety principles that apply to all PPS activities. It is intended to provide clients, workers, contractors and other interested parties with a clear statement of PPS expectations and commitments. It is supported by project- and task-specific controls such as risk assessments, JHA/JSA, SWMS where required, permits, isolation plans, inspection records and client/site procedures.

2. Scope

This policy applies to PPS directors, officers, workers, labour hire personnel, subcontractors and visitors under PPS control, and to work undertaken in workshops, construction areas, operating facilities, mine sites, LNG/oil and gas facilities, commercial premises and remote field locations.

3. Policy Commitments

- Provide and maintain, so far as is reasonably practicable, a work environment, plant, systems of work and facilities that protect the health and safety of workers and other persons.
- Identify hazards early, assess risk and apply the hierarchy of controls, giving preference to elimination and higher-order engineering controls wherever reasonably practicable.
- Consult, cooperate and coordinate with workers, clients, principal contractors, mine operators, subcontractors and other duty holders whose activities may affect health and safety.
- Provide information, instruction, training, supervision and resources appropriate to the work and the level of risk.
- Verify that workers are competent, appropriately licensed or authorised, and fit for the work they perform.
- Maintain plant, tools, test equipment and personal protective equipment in safe and serviceable condition.
- Encourage prompt reporting of hazards, near misses, injuries, illnesses and unsafe conditions without fear of reprisal for genuine safety reporting.
- Investigate incidents proportionately, identify underlying causes and implement corrective actions to prevent recurrence.
- Continually improve WHS performance through inspections, reviews, worker feedback, lessons learned and verification of critical controls.

4. Responsibilities and Accountability

PPS leadership is accountable for providing the resources, direction and oversight necessary to implement this policy. Supervisors and persons leading work are responsible for planning work, verifying controls, communicating hazards and stopping work when conditions change. Workers and subcontractors are expected to take reasonable care for their own health and safety and that of others, comply with reasonable instructions and procedures, use controls correctly, and report hazards and incidents promptly.

5. Risk Management and Safe Work Planning

Before work begins, PPS will determine the work scope, interfaces, hazards, required competencies, permits, isolations, environmental conditions and emergency arrangements. Risk assessments will be suitable to the task and reviewed when conditions, scope, personnel, equipment or hazards change. Field-level risk assessment tools such as Take 5 / Step Back processes may supplement, but do not replace, formal planning for higher-risk work.

Operational Safety Requirements

Core controls for mining, industrial, electrical, commissioning and field-service work

6. High-Risk and Critical-Control Work

PPS recognises that some activities require specific competencies, permits and critical controls. The following requirements apply where relevant to the scope:

- Electrical work and energy isolation: identify all energy sources; apply approved isolation, lockout/tagout and verification practices; prove de-energised before touch; maintain required electrical access and rescue arrangements. Live electrical work is not undertaken unless it is legally permitted, justified, risk assessed and specifically controlled.
- High voltage work and switching: performed only by appropriately trained, authorised and competent persons in accordance with the applicable network/site rules, switching program and permit system.
- Hazardous areas: equipment selection, installation, inspection and work practices will follow applicable legal requirements, standards, site classification information and competency requirements.
- Working at heights: avoid exposure where practicable; otherwise use engineered access, fall prevention or fall-arrest systems with suitable inspection, rescue and exclusion arrangements.
- Confined spaces: entry only under an approved permit and risk assessment with atmospheric testing, isolation, communications, standby and rescue arrangements as applicable.
- Lifting and cranes: plan lifts, verify equipment and operators, establish exclusion zones and use competent persons for rigging/dogging and lift supervision as required.
- Hot work: control ignition sources through permits, area preparation, gas testing where required, fire protection and post-work monitoring.
- Mobile plant and vehicles: manage interaction with pedestrians and other plant, seatbelt use, reversing, parking, visibility, journey planning, fatigue and site traffic requirements.
- Remote and hot-environment work: plan hydration, heat exposure, communications, emergency response, fatigue, travel and welfare arrangements appropriate to Pilbara and remote-area conditions.

7. Fitness for Work and Psychosocial Health

PPS requires persons to present fit for work and to advise their supervisor where fatigue, illness, medication, alcohol, drugs or other factors may create a safety risk. PPS will manage fatigue and remote-travel risks through reasonable work/rest planning and will comply with client alcohol and other drug requirements. Psychosocial hazards - including excessive workload, poor role clarity, bullying, harassment, violence, isolated work and unreasonable behaviour - will be treated as health and safety risks and managed appropriately.

8. Training, Competency and Authorisation

Workers will be assigned work consistent with their competency, qualifications, licences, authorisations and experience. PPS will verify mandatory site inductions and role-specific competencies before work and will provide task instruction, supervision or mentoring where needed. Evidence of licences, competencies and training will be maintained where applicable.

9. Plant, Tools, Test Equipment and PPE

Plant and equipment must be fit for purpose, inspected and maintained in accordance with legal, manufacturer, client and PPS requirements. Defective equipment will be removed from service or clearly quarantined. Electrical test instruments and specialist measurement equipment will be suitable for the application and maintained/calibrated where required. PPE is considered a supporting control and will be selected for the hazard, correctly worn, maintained and replaced as necessary.

Consultation, Assurance and Governance

Health and safety expectations for delivery, subcontracting and client interfaces

10. Consultation and Communication

PPS will consult with workers and other relevant duty holders when identifying hazards, assessing risks, selecting controls, proposing changes that may affect health and safety, and reviewing incidents or safety performance. Toolbox meetings, pre-starts, handovers and direct worker engagement will be used as appropriate to the work.

11. Subcontractor and Supplier Management

Subcontractors engaged by PPS are expected to meet the same safety standards applicable to PPS personnel. PPS will consider competence, licensing, safety performance and capability when selecting subcontractors, and will communicate scope-specific risks, site requirements and reporting expectations. PPS will monitor subcontractor compliance proportionate to the risk and nature of the work.

12. Emergency Preparedness and Incident Management

- Emergency arrangements will be established or confirmed before work, including alarms, communications, first aid, rescue capability, evacuation/muster arrangements and access to external emergency services as applicable.
- All injuries, illnesses, hazards, near misses, environmental/safety events and property damage associated with PPS work are to be reported promptly to the appropriate PPS and client representative.
- PPS will preserve incident scenes where legally required, cooperate with client and regulator investigations, and ensure notifiable incidents are managed in accordance with applicable WHS law.
- Corrective actions will be assigned, tracked and verified for completion, with relevant lessons communicated to affected personnel.

13. Monitoring, Review and Continual Improvement

PPS will monitor the effectiveness of this policy and its supporting controls through workplace observations, inspections, audits where appropriate, incident and hazard trends, worker feedback, client feedback and management review. This policy will be reviewed at least annually and earlier where there is a significant incident, legal change, material change in business activities or evidence that controls require improvement.

14. Applicable Legal and Other Requirements

PPS will identify and comply with legal and other requirements applicable to each scope of work. In Western Australia these include, as applicable:

- Work Health and Safety Act 2020 (WA).
- Work Health and Safety (General) Regulations 2022 (WA).
- Work Health and Safety (Mines) Regulations 2022 (WA), for work to which the mining regulations apply.
- Approved Codes of Practice and guidance issued under the WA WHS framework.
- Applicable electrical safety, licensing, dangerous goods, road transport and other statutory requirements.
- Relevant Australian/New Zealand Standards, manufacturer requirements, client specifications, mine/site standards, permits and safety management systems.

POLICY APPROVAL

Name / Title

Director / Authorised Officer - Process-Power Solutions

Signature



Date

12/02/2026

Policy status: Approved company policy when signed/authorised. This document provides the overarching PPS WHS commitment and does not replace scope-specific risk assessments, permits, SWMS/JHA/JSA or client/site requirements.