

Occupational Health & Safety (OHS) Policy

Industrial Controls Australia Pty Ltd is a leading automation, electrical and instrumentation system integrator supplying Australia wide services with a focus on our local region.

COMMITMENT

As the people conducting a business the owners and management of Industrial Controls Australia Pty Ltd will provide the highest level of health and safety protection for all from hazards arising from work that we conduct, so far as is reasonably practicable as defined under section 18 of the Work Health and Safety ACT 2011.

As part of our commitment to the health and safety of all stakeholders Industrial Controls Australia Pty Ltd will endeavour to:

- Meet the requirements of ISO 45001:2018
- Ensure that a communication and consultation process is implemented throughout all our enterprises where workplace health and safety matters are communicated at all levels and given top priority.
- Ensure the health and safety of employees, contractors and visitors, so far as is reasonably practicable.
- Provide and maintain a working environment that is safe and without risks to health, including the entering and exiting of the workplace.
- Provide and maintain plant, structure and systems of work that are safe and do not pose health risks (e.g. providing effective guards on machines and regulating the pace and frequency of work).
- Ensure the safe use, handling, storage and transport of plant, structure and substances (e.g. toxic chemicals, dusts and fibres).
- Provide adequate facilities for the welfare of employees at workplaces under their management and control (e.g. washrooms and dining areas).
- Provide employees with information, instruction, training or supervision needed for them to work safely and without risks to their health.
- Monitor the health of their employees and the conditions of the workplace under their management and control to prevent injury or illness.
- Ensure, so far as is reasonably practicable, that the fixtures, fittings and plant do not affect the health and safety of any person.
- Ensure all workplace activity relating to the plant or structure including its installation decommissioning or dismantling is without risks to health or safety.
- Acquire and keep current information on work health and safety matters.
- Understand the nature and operations of the work and associated hazards and risks.
- Provide appropriate resources and processes to eliminate or reduce risks to health and safety.
- Provide appropriate processes to receive and consider information about incidents, hazards and risks, and to respond in a timely manner.
- Implement processes for complying with our duties and obligations.

This policy will be reviewed every year by management as part of the Integrated Management System review.



Gavin Hourigan
Director
Industrial Controls Australia Pty Ltd

Date: 15th September 2026