

Work Health and Safety (WHS) Policy

Purpose

Tetra Corp is committed to providing a safe and healthy work environment for all employees, contractors, clients, and visitors. This Work Health and Safety (WHS) Policy outlines our commitment to meeting our legal obligations under the Occupational Safety and Health Act 1984 (Western Australia) and other relevant legislation. Our goal is to prevent workplace injuries, illnesses, and accidents through effective management of health and safety risks.

1. Scope

This policy applies to all employees, contractors, clients, and visitors at Tetra Corp. It covers all worksites, including offices, client premises, and any other locations where work is carried out by Tetra Corp.

2. Responsibilities

- **Management:**
 - Ensure compliance with relevant WHS legislation, standards, and codes of practice.
 - Provide appropriate resources to maintain a safe working environment, including training, equipment, and personal protective equipment (PPE).
 - Regularly review and update WHS procedures and practices.
 - Investigate and address any reported health and safety issues or incidents.
 - Promote a positive safety culture and lead by example.
- **Employees and Contractors:**
 - Take reasonable care of their own health and safety, as well as the safety of others who may be affected by their actions.
 - Follow all WHS policies, procedures, and instructions provided by Tetra Corp.
 - Use equipment and PPE properly and report any damaged or unsafe equipment.
 - Report any hazards, near misses, or incidents immediately to a supervisor or WHS representative.
 - Participate in WHS training and initiatives.

3. Risk Management

- Tetra Corp is committed to identifying, assessing, and controlling workplace hazards and risks. Our risk management process includes:
 - **Hazard Identification:** Regularly inspect worksites to identify potential hazards.
 - **Risk Assessment:** Assess the likelihood and consequences of identified hazards.
 - **Risk Control:** Implement appropriate control measures to eliminate or minimize risks, following the hierarchy of controls (elimination, substitution, engineering controls, administrative controls, PPE).

- Monitoring and Review: Continuously monitor the effectiveness of control measures and review them as necessary.

4. Incident Reporting and Investigation

- All incidents, including near misses, must be reported immediately to a supervisor or WHS representative.
- Tetra Corp will investigate all incidents promptly and thoroughly to determine the cause and implement corrective actions to prevent recurrence.
- Incident investigations will be conducted in a fair and transparent manner, with input from relevant parties and in accordance with legal requirements.

5. Emergency Preparedness

- Tetra Corp will develop and maintain emergency response procedures for all worksites. These procedures will include evacuation plans, first aid arrangements, and communication protocols.
- Employees and contractors are required to participate in emergency drills and follow all emergency procedures in the event of an incident.
- Adequate first aid facilities and trained first aid personnel will be provided at all worksites.

6. Training and Education

- Tetra Corp is committed to providing ongoing WHS training and education to all employees and contractors. This includes induction training, job-specific safety training, and refresher courses as needed.
- Training will cover the correct use of equipment, safe work practices, hazard identification, emergency procedures, and WHS responsibilities.
- Employees are encouraged to actively participate in training sessions and contribute to a culture of continuous improvement in WHS.

7. Health and Well-being

- Tetra Corp recognizes the importance of promoting the physical and mental well-being of all employees. We will:
- Encourage a work-life balance and provide flexible working arrangements where possible.
- Offer support services such as employee assistance programs (EAP) and mental health resources.
- Promote a healthy lifestyle, including good nutrition, exercise, and stress management.

8. Continuous Improvement

- Tetra Corp is committed to continuously improving our WHS performance through regular reviews, audits, and feedback from employees and stakeholders.



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- We will set measurable WHS goals and objectives and monitor progress towards achieving them.
- This policy will be reviewed annually or as required to ensure it remains effective and aligned with legislative requirements and industry best practices.

9. Consultation and Communication

- Tetra Corp is committed to consulting with employees and contractors on WHS matters. We will:
 - Encourage open communication about health and safety issues.
 - Involve employees in the development and review of WHS policies and procedures.
 - Provide regular updates on WHS matters and share learnings from incidents and near misses.

10. Compliance with Legislation

Tetra Corp will comply with all relevant WHS legislation, including the Occupational Safety and Health Act 1984 (Western Australia) and the Occupational Safety and Health Regulations 1996.

We will stay informed of any changes to WHS legislation and adjust our practices accordingly to ensure ongoing compliance.

Acknowledgment

By engaging with Tetra Corp, all employees, contractors, and business partners agree to comply with this WHS Policy and contribute to maintaining a safe and healthy working environment.