

## Work Health and Safety Policy

At **MCS Security Group Pty Ltd**, we are committed to providing a safe and healthy working environment and the prevention of injuries and ill health, for all Workers (employees, contractors) and other persons visiting or impacted by our work. It is the responsibility of all Workers, and others to comply with this policy and workers are required to assist in this implementation.


We believe in the key principles of constant promotion, improvement of safe working practices, safety awareness and a commitment to safety and health on the part of each and every Worker involved. Meeting these objectives will be to the benefit of all stakeholders.

To support this commitment, we will:

- Identify, assess, and control hazards, environmental impacts, and events to minimize risk to As Low As Reasonably Practicable (ALARP);
- Document all risk assessments, control measures, monitoring and continuous improvement processes;
- Control identified hazards using the highest hierarchy of control possible;
- Promote and maintain safety practices throughout the organization, involving all personnel to ensure a safe working environment.;
- Comply with all relevant Work Health and Safety, contractual and industry related legislative requirements;
- Maintain and review measurable objectives and targets to ensure continual improvement towards the prevention and reduction of work-related injury and illness;
- Ensure appropriate emergency procedures exist in all work locations and that personnel understand the procedures relevant to their location and the greater work area;
- Continuously improve the working environment by consulting and communicating lessons learned;
- Provide appropriate induction, training, instruction and supervision ;
- All workers shall be physically and psychologically fit for work, including when travelling to and from work;
- The work environment is free from drugs and alcohol for all Workers;
- Provide Workers with the right to stop work on any task if they believe is unsafe;
- All accidents/incidents shall be reported and appropriately investigated; and
- Provide appropriate protective equipment to meet the relevant needs of each area of work activity.

The key responsibilities relating to MCS Work Health and Safety Policy include:

- The development and implementation of this policy rests with the executive team of MCS; and
- Commitment to this policy and the elements of the Health and Safety Management System rests with all Workers of MCS.



Paul Simmons  
Chief Executive Officer  
4 September 2023