Policy:	POL-003
Title:	Occupational Health & Safety Policy
Description:	This document outlines the company OH&S Policy

Our Commitment

As building specialists, Watermark Constructions is dedicated to producing quality outcomes across all our Insurance Repair and Commercial projects.

Our desire to be innovative and industry leaders in Quality, Environment, and Safety standards, permeates our commitment to expertise in service delivery, exceptional customer service, the embrace of diversity, equity, and inclusion principles across our workforce and our community, and in the strategic goals set out for the future of the organisation.

We are committed to providing a safe and healthy working environment and to the prevention of work-related injury and ill health for our workers and for contractors and visitors to the workplace.

This will be achieved by our commitment to:

- Fulfill our legal and other requirements.
- Identify hazards and eliminate risks to health and safety so far as is reasonably practicable. Where elimination is not reasonably practicable, minimise risks so far as is reasonably practicable by applying the hierarchy of controls and reviewing the effectiveness of those controls.
- Protect workers' physical and psychological health by identifying and managing psychosocial hazards, including excessive job demands, fatigue, poor support, exposure to traumatic events, bullying, harassment and occupational violence. Controls will address work design, workloads, supervision and workplace behaviours, rather than relying solely on individual wellbeing support.
- Determine whether climate change is relevant to the intended outcomes of our OH&S management system and address relevant risks and interested-party requirements through our planning, consultation and operational controls. Matters considered may include extreme heat, severe weather, flooding, air quality, disrupted access and increased emergency-response workloads.

- Continual improvement of our OH&S management system.

- Consult with workers and where they exist, their representatives on matters affecting their health and safety, and support meaningful participation in hazard identification, risk assessment and control decisions. Consult, cooperate and coordinate with other duty holders where responsibilities overlap.

This policy and its effectiveness is reviewed annually.

Occupational Health & Safety (OH&S) Policy

- The OH&S management system, forming part of our Integrated Management System (IMS) model is based on the requirements of the ISO 45001 standard.
- Management will provide safe and healthy working conditions appropriate to the nature of our activities and risks, supported by suitable resources, competent supervision, training and effective operational controls.
- The Management Team will set and monitor appropriate objectives and targets through the Management Review process to ensure continuous improvement of the system that will in turn aim to eliminate incidences of work-related injury and illness. This will also include a periodic review to ensure the policy and systems remain relevant and appropriate.
- The Management Team will ensure that the system will monitor and measure all activities for conformity to required laws, regulations & standards.
- All Policies, Processes, and Procedures relating to OH&S Management activities will be documented, implemented, and maintained. Relevant training will be provided to all personnel.
- Where required, OH&S documents will be made available to interested parties.
- The Management Team will ensure all of our Managers and Supervisors are aware of and accept their responsibilities and make a commitment to provide a safe work environment.
- The Management Team will involve all employees in Workplace Health and Safety issues through consultation and communication on ways they can contribute to identifying, assessing, and controlling workplace hazards. We will conduct regular inspections of the workplace, aimed at identifying and controlling hazards to prevent incidents from occurring.
- Watermark retains responsibility for meeting its duties as a business. Workers must take reasonable care, follow reasonable safety instructions and cooperate with applicable procedures. Contractors and other duty holders must meet their respective obligations and coordinate their activities with Watermark.
- The Management Team will ensure appropriate workplace rehabilitation is made available to all injured or ill employees to facilitate their safe and early return to work.

Endorsed by: Executive Manager, Brittany Collins

Signature: Brittany Collins

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Date: 29.10.2026

Document Revision History

Version	Date	Changes Made	Changed By	Approved By
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1.06	29/10/26	Wording updated to align with EMS and QMS	PB	BC