WORK HEALTH & SAFETY (WHS) POLICY

IKAD Engineering Pty Ltd ("IKAD") values the Health and Safety of its workers as the number one priority.

IKAD recognises its Duty of Care to provide and maintain a safe and healthy work environment with high industry standards of work systems and competent supervision for all workers and visitors. In turn, IKAD expects its workers to have a reciprocal Duty of Care to ensure they value the health and safety of their workmates and themselves to assist management in achieving an injury and psychosocial risk-free workplace.

All workers are strongly encouraged to participate in the operation of the Work Health & Safety (WHS) Management System by identifying hazards and providing suggestions to improve specific and overall WHS.

IKAD is committed to achieving its objectives by:

- Providing adequate funding and resources to ensure the requirements of the WHS Management System are implemented.

- Complying with and meeting all applicable compliance obligations and other requirements.

- Providing necessary information, training and supervision of all workers.

- Providing disciplined leadership to ensure works are undertaken in a safe, efficient and productive manner.

- Identifying and eliminating unacceptable risks through a systematic process which is an integral part of IKAD's day-to-day operations.

- Regularly reviewing WHS performance and identifying opportunities to continually improve our management system where it is warranted.

- Implementing health and wellbeing programs, including effective injury management, rehabilitation and mental welfare support services, to maintain and improve the wellbeing of our people.

- Allowing for consultation and cooperation between the company and workers to enable all to work together to achieve the stated objectives and assist in the prevention of injury to themselves and others.

- Having a commitment to the consultation and participation of workers, and, where they exist, workers' representatives.

- Promoting and enhancing a work environment consistent with the principles of dignity, mutual respect, confidentiality, cooperation and trust in the WHS Management System.

- Aiming to eliminate all work-related injuries and psychosocial risk in the workplace.

All workers are empowered through this policy to stop work if considered unsafe and challenge any person's behaviour that does not match our expectations.

By implementing this policy and with the total commitment of IKAD Engineering management and workers, the important WHS objectives and targets shall be achieved.

Ivan Donjerkovich
Managing Director
31st August 2023