


Phoenix STS Policies, Procedures and Forms					
Title	Occupational Health & Safety Policy			Author	Safety Manager
Category	ISO 45001:2018 – Clause: 5.2	Reference	HM02	Revision No.	1.0
Effective Date	12.09.2023	Revision Date	12 September 2025	Page	1 of 1
Authorised by	CEO	Signature		Position	CEO

We have established this OH&S policy to be consistent with our organisation's purpose and context. It provides a framework for setting and reviewing objectives, in addition to our commitment to satisfying applicable regulatory, legislative, and other requirements and to continually improving our management system.

Phoenix STS is committed to:

- Protecting, in so far as is reasonably practicable, the safety, health and welfare of staff, clients and others, such as visitors and contractors who may be affected by our activities.
- Provide a framework for setting our OH&S objectives.
- Fulfilling our legal and other requirements.
- Eliminating hazards and reducing OH&S risks.
- Continual improvement of the OH&S management system.
- Consulting and participating with workers and, where they exist, worker's representatives on OH&S issues to ensure that safe working becomes an integral part of our organisational culture.

Safety is everybody's business, and the success of our safety policy will depend on staff cooperation. Phoenix STS will achieve these objectives by providing adequate resources committed to safety and health and through a proactive accident prevention plan in collaboration with all staff.

The OH&S policy will be reviewed annually to ensure it remains relevant and appropriate to our organisation.

If changes are made, the revised policy shall be communicated as appropriate.

This policy is available, communicated to all interested parties, and made available to the broader community through publication on our Website, Company Noticeboards, and applicable employee software platforms.

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