

WHS&E CONSULTATION STATEMENT

COMPANY COMMITMENT

HDSA Group is committed to protecting the health and safety of all our employees. Injury and illness are needless, costly, and preventable. Our company will consult our employees in implementing safety practices and systems that will ensure the health, safety, and welfare of our employees.

Employee involvement at all levels is critical for ensuring a safe workplace.

A WHS&E Committee and WHS&E Representatives will be established to promote safety and health in the workplace.

WHS&E REPRESENTATIVES

The WHS&E Representatives that have been elected by the HDSA employees are **Timothy Flack** and **Ethan Hopewell**.

The WHS&E Representatives are responsible for raising specific health and safety issues that arise in relation to the employees in their workgroups. Employees should raise WHS&E issues directly with their supervisor or their WHS&E Representative. Where the WHS&E Representative cannot resolve a WHS&E issue, it has been agreed that they will refer it to the WHS&E Committee.

WHS&E COMMITTEE

The WHS&E Committee shall consist of the WHS&E Representatives, the HSEQ Manager & Officer as well as the General Manager and Managing Director.

The workgroups referenced for the WHS&E Committee includes all employees who work for HDSA Group at Unit 7/141 Hartley Road, Smeaton Grange NSW, Shed 3 Christy Drive, Port Kembla, 20 Waterview Street, Putney and any mobile work site.

The WHS&E Committee will assist with the development and monitoring of safe work practices and systems, and discuss issues that affect the health, safety, and welfare of all employees at HDSA Group. The company will respond to WHS&E Committee recommendations within a timeframe agreed by the Committee, set according to the particular issue and its complexity.

HOW EMPLOYEES WILL BE CONSULTED ABOUT WHS&E

When a WHS issue is raised either by the company, an employee or the WHS&E Committee, the WHS&E Representative will consult members of their workgroup. The WHS&E Representative will also provide feedback to their workgroup on the outcomes of WHS&E Committee meetings.

Employees should draw to the attention of their supervisor or WHS&E Representative any health and safety or environmental concerns that they have about the workplace so the issue can be promptly addressed.

ESTABLISHMENT OF CONSULTATION ARRANGEMENTS

HDSA Group discussed the consultation arrangements and election of WHS&E Representatives with its employees in February 2023. After an explanation of the consultation arrangements as well as a ballot vote for the WHS&E Representatives, the representatives were selected and added to the WHS&E Consultation Statement.

REVIEW OF CONSULTATION ARRANGEMENTS

It has been agreed by HDSA Group and their employees that these WHS&E consultation arrangements will be monitored and reviewed on an on-going basis to ensure that consultation with all employees is effective and that all safety issues are being addressed.

IMPLEMENTATION & REVIEW

Statement to be fully implemented by	Statement to be review on or by
22/01/2025	22/01/2026

AUTHORISED BY

Anthony Hopewell MANAGING DIRECTOR		22/01/2025
---------------------------------------	---	------------

