



RISK MANAGEMENT POLICY

Date : 19 July 2024
Document No. : i24s-POL-002-1

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Document Control					
Version	Reason for Issue	Date	Prepared	Reviewed	Approved
A	Risk Management (Governance and Compliance)	15/2/2023	Anton Pickett, (Operations Manager, Civil & Construction)	Justin Kickett (Executive Director)	Angela Kickett (Executive Director)
1	Review	19/7/2024	Anton Pickett, (Operations Manager, Civil & Construction)	Justin Kickett (Executive Director)	Angela Kickett (Executive Director)

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- b) using the documents or data for any purpose not agreed to in writing by i24s.

1 PURPOSE

i24s Group Pty Ltd (“i24s”) (“the Group”) (ABN 74 650 861 402), is a 100 per cent owned and operated Aboriginal business. The Group is a leading provider of talent pipeline/workforce solutions, industrial equipment hire and goods, and outreach and advocacy services, for the Mining, Resources, Energy, Infrastructure and Property sectors.

The Group is committed upholding the highest ethical business standards in all business activities.

i24s will endeavour to minimise the risk that foreseeable hazards posed to the Group, our operations, employees, sub-contractors, other parties undertaking work for the Group, clients, suppliers, or the general public.

The purpose of this **Risk Management Policy** (“Policy”) is to establish and nurture a culture where we conduct business in an honest and ethical way at all times, including managing and mitigating risk.

The governance of this Policy is overseen by the Group’s Co-Founders and Officers/Executive Directors, Angela and Justin Kickett.

2 SCOPE

This Policy applies to employees, sub-contractors and other parties undertaking work for the Group. When the following terms are referenced herein, “we”, “our” or “us”, we are referring to everyone at i24s.

The scope of this Policy applies to all workplaces which are under the Group’s control.

3 DEFINITIONS

For the purpose of this Policy, employees, sub-contractors and other parties undertaking work for the Group will be referred to as “**employees**”, “**sub-contractors**” and “**other parties**”.

For the purpose of this Policy, “**risk**” is defined as the probability that an occasion will arise that presents a hazard or danger to the Group, our operations, employees, sub-contractors, other parties undertaking work for the Group, clients, suppliers, or the general public. This includes, but is not limited to:

- physical hazards;
- legal hazards;
- financial hazards; and/or
- reputational hazards.

Risk encompasses both internal hazards (which the Group can potentially prevent) and external hazards (which may be outside its control).

4 POLICY

i24s has a duty to provide safe, inclusive and professional working environments which mitigate and/or minimise risk as far as possible for employees, sub-contractors, other parties undertaking work for the Group, clients, suppliers, or the general public.

i24s' risk management procedures, as far as possible, ensure that risks are minimised, and the potential consequences of the said risks are averted.

The i24s Advisory Board reviews its risk management policies and procedures against reported risk outcomes to ensure that the Group conforms to current standards and continues to deliver value for all stakeholders.

5 GOVERNANCE

The governance of this Policy is overseen by the Group's Officer, Angela Kickett. For further information about this Policy, please contact i24s on +61 8 9209 2090 or admin@i24s.com.au

Angela Kickett

Angela Kickett

Co-Founder/Executive Director

