



# HEALTH, SAFETY AND WELLBEING POLICY

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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.

Robust health, safety, environment and quality (HSEQ) management is integral to the way our teams work at i24s. The Group strives to achieve operational safety, environmental protection and quality improvement throughout our operations and services, in accordance with legislation, industry Standards and Codes of Practice, the respective requirements of the jurisdictions in which we operate and client’s needs.

The Group is committed the continuous improvement of HSEQ management, which is underscored by our leaders, employees, clients, sub-contractors and visitors embracing i24s’ policies and procedures that aid in eliminating workplace risks and hazards.

The governance of this **Health, Safety and Wellbeing Policy** (“Policy”) is overseen by the Group’s Co-Founders and Officers/Executive Directors, Angela and Justin Kickett.

## 2 INTRODUCTION

i24s’ developed this Policy to help provide a healthy and safe workplace for employees, clients, sub-contractors and visitors. The Group is committed to fostering a culture that aligns with our ethical and statutory health, safety and wellbeing responsibilities with transparency, diligence and empathy.

We endeavour to mitigate and/or eliminate risks and hazards from our workplaces while simultaneously further developing i24s’ health, safety and wellbeing processes and procedures in readiness for pursuing ISO Certification in the future.

## 3 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.

## 4 COMMITMENTS

The Group is committed to, so far as is reasonably practicable:

- providing and maintaining a working environment that is safe and healthy, and prevents work-related injuries and ill health;
- implementing and maintaining a cohesive Health and Safety Management System;
- establishing measurable objectives and targets to ensure continued improvement is made and recorded;
- integrating workplace health, safety and wellbeing measures across all aspects of i24s’ operations, projects and services;
- encouraging reporting of hazards and taking action to prevent the risk of injuries and ill health;

- complying with regulatory and legal requirements, relevant industry Standards and Codes of Practice, and contractual and/or other requirements that are applicable to the Group;
- establishing and promoting a healthy and safe working culture;
- consulting employees and other parties to improve our knowledge and to ensure everyone has the opportunity to participate in workplace health, safety and wellbeing matters; and
- supporting and assisting employees with effective injury management and rehabilitation.

## 5 RESPONSIBILITIES

To achieve the abovementioned commitments, management and employees have a responsibility to:

- take reasonable care of the health, safety and wellbeing of themselves, team members and any parties undertaking work for the Group;
- adopt and live our safety culture;
- support i24s to ensure compliance with legal and contractual obligations;
- implement the requirements of the applicable health, safety and wellbeing procedures;
- actively participate in the risk management process and use the tools provided by the Group and/or the client;
- promptly and honestly report any incidents, hazards and near misses;
- ensure all employees are trained and understand how to contribute to the Group's health, safety and wellbeing management;
- make this Policy available to all parties and to periodically review this Policy to ensure it remains accurate and effective; and
- ensure the said parties comply with this Policy.

## 6 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](mailto:admin@i24s.com.au)

*Angela Kickett*

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**Angela Kickett**

**Co-Founder/Executive Director**

