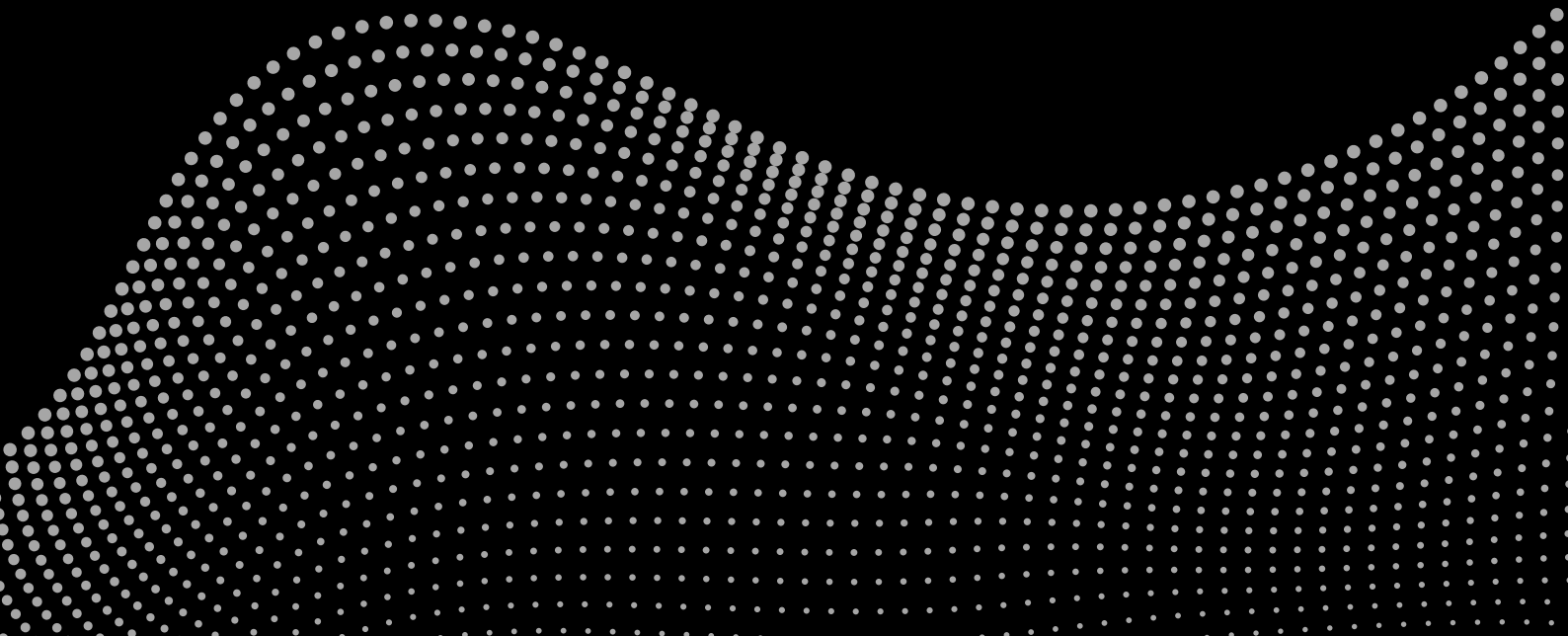




WORKPLACE HEALTH AND SAFETY POLICY



WORKPLACE HEALTH AND SAFETY POLICY

Highlight Security is committed to providing professional security services within a working environment that protects the health, safety and wellbeing of our workers, contractors, clients and visitors.

We believe workplace injuries and illnesses can be prevented. Accordingly, Highlight Security will take all reasonably practicable steps to eliminate or minimise health and safety risks arising from our operations and to maintain workplaces that are safe and without risk to health.

Our WHS Commitments

Highlight Security will:

- Meet its obligations under applicable Work Health and Safety legislation, regulations and other relevant requirements.
- Develop, implement and maintain appropriate WHS policies, procedures and risk-management processes that are suitable for the nature and scale of Highlight Security's operations.
- Consult with workers and relevant stakeholders regarding matters that may affect their health, safety or wellbeing.
- Identify workplace hazards, assess associated risks and implement appropriate control measures to protect workers, contractors, visitors and the business.
- Support appropriate injury management and return-to-work arrangements in accordance with applicable requirements.
- Provide regular WHS performance updates to the Directors and relevant management personnel.

Management Responsibilities

Highlight Security management is responsible for:

- Providing the resources necessary to identify, assess and manage WHS risks associated with the company's activities.
- Developing and maintaining safe systems of work and ensuring WHS policies and procedures are properly implemented.
- Providing workers and contractors with appropriate safety information, instruction, education, supervision and training.
- Establishing measurable WHS objectives and performance targets as part of the organisation's business planning.
- Regularly reviewing and improving the company's WHS policies, procedures, risk controls and overall health and safety performance.

Worker Responsibilities

All Highlight Security workers are responsible for:

- Carrying out their duties in a manner that protects their own health and safety, as well as the health and safety of others who may be affected by their actions.
- Following all applicable WHS policies, procedures and reasonable safety instructions.
- Participating in required training, consultation activities and workplace safety initiatives.
- Promptly reporting hazards, incidents, injuries and near misses to management through the approved reporting process.
- Supporting the ongoing improvement of Highlight Security's WHS practices, procedures and workplace safety arrangements.

Monitoring Our Performance

Highlight Security will regularly monitor, measure and review its WHS performance to confirm that established health and safety objectives are being achieved.

Management and workers are expected to work cooperatively and resolve WHS matters through consultation. This approach supports business operations and work practices that eliminate risks to health and safety wherever reasonably practicable, or otherwise reduce those risks as far as reasonably practicable.

This policy has the full support and commitment of Highlight Security's Directors and management. Highlight Security will consult directly with workers, supervisors, contractors and other relevant persons on workplace health and safety matters that may affect them.

This policy will be reviewed at least annually as part of Highlight Security's business planning and management review processes. It may also be reviewed earlier following legislative changes, significant incidents, changes to business operations or the identification of new workplace risks.

Signed	
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