

Work Health and Safety Policy

Higgins Coatings recognises its moral and legal responsibility in relation to work health and safety and ensures that all risks are identified, assessed, and controlled.

This policy outlines Higgins commitment to providing a safe and healthy work environment for its employees, contractors, customers, and stakeholders when providing commercial painting and building services to its customers.

Higgins Coatings is ISO 14001: 2015 / ISO 45001: 2018 certified. As an integral policy of the Integrated Management Systems (IMS), Higgins will continually develop and enforce policies, procedures, and practices in line with the current Work Health and Safety (WHS) & Occupational Health & Safety (OHS) legislation to assist and maintain the health, safety, and welfare of all employees. Higgins will regularly review and update its IMS in line with the Quality Policy of continual improvement.

The following measurable objectives and associated targets have been developed to ensure the continued improvement on Work Health and Safety:

- WHS Site Safety Plans will be developed for all major projects and Safe Work Method Statements will be implemented for all high-risk activities.
- Regularly reviewing our IMS and continually improving processes through conducting risk assessments and internal audits to ensure its effectiveness and ongoing relevance.
- Provide consultation and communication with workers and workers' representatives in accordance with WHS Act and Victorian OHS Act requirements.
- Provide training to enable all employees to work safely and comply with relevant legislation, including psychosocial hazard management obligations under WHS Regulations and Victorian Compliance Codes whilst identifying foreseeable hazards and implementing controls to reduce the frequency of injuries to employees, contractors, and visitors.
- Ensure emergency preparedness and response plans comply with AS3745 and relevant Compliance Codes and Codes of Practice for relevant state and territory operations.
- Constant documenting and communicating Health and Safety objectives and targets in relation to the company's business performance and periodically reviewing to ensure ongoing suitability to Higgins operations and activities.
- Higgins is striving toward a Zero Harm Culture by investigating all reported incidents and implementing immediate corrective actions to prevent reoccurrence.
- Implementation of non-negotiable lifesaving rules to embed a positive safety culture.
- Complying with the relevant legal requirements of each state/territory and Higgins policies and procedures. Where practicable Higgins will go beyond these requirements.

Higgins will ensure this policy is communicated to all employees, sub-contractors, and suppliers.



Gerard Higgins
Managing Director
January 2026