



1.0 Purpose

The purpose of this policy is to outline the commitment of BIC Consolidated to the protection of human rights and fair working conditions by preventing harm (both psychosocial and physical) in the workplace, mitigating injuries, industry-related diseases and striving continuously to improve the health and safety of all employees, suppliers and third parties who are impacted by our activities, as detailed within the BIC Consolidated Integrated Management System (IMS).

Further, as a signatory to the United Nations Global Compact (UNGC) we are also committed to implementing the UNGC Human Rights and Labour Principles and the United Nations Sustainable Development Goals (SDGs). This specifically includes reference to:

- UNGC Global Compact Human Rights:
 - Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
 - Principle 2: make sure that they are not complicit in human rights abuses.
- SDGs 8 – Decent work and economic growth.

2.0 Scope

This policy applies to all employees and suppliers at any time that they are performing work at the Company, performing work elsewhere on behalf of the Company or attending an event in connection with the Company. This policy informs the practices and activities of all BIC Consolidated employees and suppliers. It encompasses our full range of cleaning solutions, including maintenance, hygiene and waste management services for commercial, retail, industrial, education, aged-care, health and public places across Australia.

We also expect our business partners and suppliers to support our commitments outlined in this policy.

3.0 Our Commitment

BIC Consolidated is committed to maintaining the highest standards of health and safety, ensuring a safe working environment for all employees, suppliers, and stakeholders. We aim to be an industry leader in health and safety practices.

The Company will use its best endeavours to meet its commitments to health and safety by:

- ensuring that risk management is an integral part of our strategic and operational objectives, management systems, processes, policies and procedures
- identifying areas that pose a risk to health and safety and mitigating that risk as much as reasonably practicable;
- providing premises, systems of work and equipment that are safe and minimise risks to health and safety;
- establish measurable safety performance objectives and targets that we review in order to continuously improve health and safety performance. This includes regular workplace inspections at transition and during projects and the prompt control of identified hazards
- embed strategies and process which reduce the likelihood of incidents which may put people at risk or injure them;
- induct all employee levels, suppliers and other persons into the requirements of the health and safety management system and are held accountable for enacting their roles and responsibilities as defined in the BIC Consolidated Integrated Management System (IMS)
- provide information, instruction and training to enable our team to work in a way that is safe and minimises risks to health;
- commit to consultation and participation of workers and worker representatives
- ensuring that all suppliers identify health and safety risks in a proactive manner and seek to eliminate them or minimise them as much as possible
- fostering a culture of health and safety best practice through consultation and cooperation with employees; and



- commit to the regular review of this policy and the BIC Consolidated Integrated Management System (IMS) to ensure they remain relevant, appropriate and align with BIC Consolidated's continual improvement.

4.0 Objectives

Our objectives and commitment in the fulfilment of this policy are to:

- Be an industry leader in health and safety and operate within a management system which drives continuous improvement in these areas.
- As a minimum, comply with all applicable occupational health and safety laws, regulations and other requirements.
- Maintain consultation with employees and promote their participation in the management and improvement of health and safety at work.

Targets have been established and are periodically measured to monitor compliance of the management system with the above objectives.

5.0 Key Strategies

Our strategies to meet these objectives are as follows:

- Give health and safety considerations prevailing status over other primary business objectives – with particular emphasis on high-risk activities.
- Delay or suspend work where effective controls are not in place to manage hazards.
- Design our work environments to minimise risk to personnel and to develop work practices that further reduce risk to as low as reasonably practicable.
- Ensure the ongoing competence of personnel.
- Develop appropriate levels of health management and rehabilitation for all employees.
- Ensure that suppliers clearly understand BIC Consolidated expectations with respect to health and safety.

6.0 Responsibility

All employees have a general, personal responsibility for health and safety and must:

- take reasonable care for their own health and safety, and that of others;
- comply with instructions in relation to work health and safety;
- co-operate with the employer with regard to WHS actions taken by the employer, to maintain safety
- adopt and use safe work practices;
- promptly report work related hazards, injuries and incidents;
- participate in work health and safety training and discussion; and
- co-operate with work health and safety inspections, audits and investigations and emergency procedures.

All employees and suppliers are required to always comply with this policy and the BIC Consolidated Integrated Management System (IMS) and are committed to the objectives within the system, to improve its effectiveness, in accordance with and compliance to ISO 45001.

Senior Management are responsible for the implementation and dissemination of all matters dealing with the health and safety of employees and suppliers under their control.

The CEO, on behalf of the Bidvest Board of Directors has overall responsibility for this policy and for ensuring that the Company complies with all its legal and ethical obligations.

Non-compliance with this policy will result in disciplinary action, up to and including termination of employment or contracts.



Quantifiable Measurement / Key Performance Indicators

1. Ensure BIC Consolidated gains certification against the ISO 45001 standard each year.
2. Maintaining an annual LTIFR lower than the Safe Work Australia industry benchmark.

7.0 Communication

This policy will be communicated to all employees, suppliers, and stakeholders through the BIC Consolidated website, site operations folder, induction, regular training sessions and communication.

8.0 Related Policies, Procedures and Guidelines

- Code of Conduct
- Quality Policy
- Risk Framework
- Complaints Management Policy
- Integrated Management System Manual
- Integrated Management System Procedures
- Compliance Obligations Register
- Human Rights Policy

9.0 Ownership and Version Control

Policy Owner	Head of Risk Management
Version	1.2
Date	July 2024
Classification	Internal Use Only
Revision Status	Published
Author	Clea Vazquez
Revision Date	July 2026

Revision	Description	Author
1.0	BIC & CPS documents + Initial Draft	CV, LD, NC
1.1	Executive Management Team Review	EMT
1.2	Operations Support – approval authority	AZ, LD, EMT
1.5	Format and Re-brand	LD