Document name	Policy – Health and Safety
Version Number	V2
Version Date	03/11/2025
Approved By	Andrew Steel
Change Record	Updated objective section introduction and replaced operational KPIs with strategic health and safety objectives aligned to ISO 45001 requirements.

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Health and Safety Policy

1. Purpose

Freightquip is committed to an operating philosophy grounded in open communication, integrity, and accountability in all operational health and safety (OHS) matters. We are dedicated to achieving excellence in protecting the health and safety of our workers, complying with our legal obligations, and contributing positively to the communities in which we operate.

Our vision is to consistently meet or exceed expectations in workplace safety, environmental responsibility, compliance, and continual improvement, while aligning with sustainable and responsible business practices.

2. Scope

This policy applies to all Freightquip employees, contractors, labour hire personnel, volunteers, and visitors engaged in activities under Freightquip's control.

It covers:

- All Freightquip worksites, offices, facilities, and mobile/field operations, including vehicles and equipment.
- All work activities, services, and projects that may present health, safety, or environmental risks.
- Both physical and psychological health and safety considerations, in line with legislative obligations.

The policy extends to suppliers, subcontractors, and business partners where Freightquip has influence over work practices, and forms part of the company's overall integrated management system.

3. Policy Commitments

OUR PEOPLE

Freightquip values the wellbeing and engagement of its workforce and recognises that a safe and healthy working environment is fundamental to employee satisfaction and organisational success.

We are committed to:

i. Promoting a culture of safety, inclusion, and integrity at all levels.
ii. Empowering workers through training, consultation, and participation in OHSE decision-making.
iii. Providing equitable and inclusive opportunities across the workforce.
iv. Ensuring all individuals are competent to carry out their roles safely and with minimal risk.
v. Creating and maintaining a safe, healthy, and supportive workplace.

OUR CUSTOMERS

We aim to deliver reliable, safe, and environmentally responsible services to our customers. Their satisfaction and safety are key considerations in how we plan and execute our work.

We are committed to:

i. Understanding and meeting customer expectations in relation to OHSE;
ii. Managing hazards and environmental aspects that may impact project or service delivery;
iii. Collaborating to meet shared OHSE goals.

OUR COMMUNITY

Freightquip supports the communities in which we operate by proactively managing our environmental responsibilities and workplace safety practices.

We are committed to:

i. Preventing environmental pollution and minimising our ecological footprint;
ii. Complying with all applicable legal and regulatory requirements relating to OHSE;
iii. Supporting initiatives that promote safety, wellbeing, and environmental sustainability.

OUR OHSE PERFORMANCE

Freightquip establishes measurable OHSE objectives to drive continual improvement, align with business goals, and meet legal and stakeholder obligations.

We are committed to:

i. Identifying and controlling risks and hazards in the workplace;
ii. Implementing and maintaining an OHSE management system that conforms to ISO 45001 and ISO 14001 standards;
iii. Continually improving OHSE performance through monitoring, auditing, and worker feedback.

4. Objectives

Freightquip establishes strategic health and safety objectives to evaluate the effectiveness of its OHSE management system and drive continual improvement. These objectives, endorsed by top management, are reviewed regularly to ensure alignment with legal obligations, business priorities, and workforce needs. Performance against these objectives informs risk-based decision-making and supports targeted improvements across all operations.

Establish a Proactive Safety Culture Across All Operational Areas:

Embed health and safety as a core business function by promoting visible leadership, individual accountability, and routine engagement in risk-reduction activities.

Ensure Effective Management of Safety Incidents and System Failures:

Guarantee timely response, investigation, and resolution of all incidents and near misses to eliminate recurrence and reinforce system resilience.

Achieve Full Workforce Competence in Health and Safety Responsibilities:

Maintain comprehensive induction, retraining, and procedural adherence to ensure all personnel understand their safety obligations and the systems that support them.

Drive Continual Improvement Through Preventative Action and Performance Data:

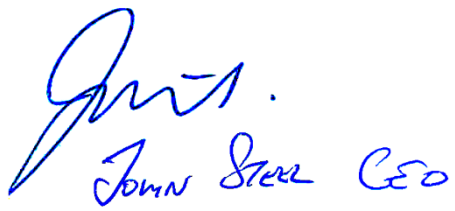
Utilise leading and lagging indicators to identify opportunities for risk elimination, system enhancement, and compliance alignment across all departments.

Integrate Safety Controls Into Daily Operations Through Structured Risk Management:

Ensure consistent application of task-based risk tools (e.g. Take 5s, SWMS) to maintain control of hazards at the point of work and within operational processes.

5. Legal and Regulatory Obligations

Freightquip recognises its legal and regulatory obligations in establishing and sustaining a safe working environment for its workers. This policy has been developed in fulfilling its obligations for the following:

- Occupational Health and Safety Act 2004 (Vic)
- Occupational Health and Safety Regulations 2017 (Vic)
- Occupational Health and Safety (Hazardous Substances) Regulations 1999 (Vic)
- Dangerous Goods Act 1985 (Vic)
- Dangerous Goods (Storage and Handling) Regulations 2022 (Vic)
- Road Safety Act 1986 (Vic)
- WorkSafe Victoria – Related Legislation (e.g., Accident Compensation, Equipment Safety)
- OHS Amendment (Psychological Health) Regulations 2022 (Vic)

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