

	Subject: Workplace Health and Safety (WHS) Policy	Issue: 4.0
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Workplace Health & Safety Policy

AVK Australia Holding Pty Ltd and its subsidiaries (the Company) are committed to protecting the health, safety, and welfare of all employees, contractors, visitors, and others who may be affected by our operations.

The Company recognizes that effective health and safety management is a critical component of our business success and to this aim maintains a Workplace Health and Safety Management System (WHSMS) as part of the Company Management System (CMS).

This policy applies to all operations under the control of the Company. We will continually assess internal and external factors that could impact our ability to achieve health and safety objectives.

Our leadership team is dedicated to ensuring that WHS considerations are a fundamental part of all business processes. We allocate necessary resources to implement and maintain our WHS management system effectively.

We actively engage our workforce in identifying hazards, assessing risks, and making decisions related to health and safety. Our consultation processes ensure that worker input is valued and acted upon.

We proactively identify and manage health and safety risks and opportunities to prevent workplace incidents and improve our overall safety performance. This approach is embedded in our planning and operational activities.

We are committed to ensuring that all employees are competent in their roles, particularly in managing health and safety risks. Ongoing training and development are provided to maintain high standards of safety awareness and performance.

Health and safety measures are integrated into our operational procedures, with clear documentation and communication to all relevant parties. We ensure that safety controls are consistently applied across all areas of our operations.

We are committed to continuous improvement in our WHS management system. By regularly reviewing our processes and outcomes, we strive to enhance our safety performance and reduce workplace risks.

This policy shall be communicated, understood, and implemented by all employees and made available to all interested parties.



Evan Roiniotis, CEO

AVK Australia Holding Pty Ltd

