



ZEBRA PLUMBING

WATER | DRAINAGE | GAS

WORKPLACE HEALTH & SAFETY POLICY

At Zebra Plumbing our Work Health and Safety policy is based on the belief that the well-being of our people as well as those affected by our work, is our core priority and must be considered during all work performed on our behalf.

With an unwavering commitment to work together to protect ourselves and others, we will ensure we create a safe workplace and avoid negative impacts on the communities in which we work.

At Zebra Plumbing we commit to:

- Providing a safe workplace that promotes a positive culture that is based on active, visible leadership and effective consultation with employees, other workers and their representatives and relevant external parties.
- Proactive planning of all work activities with due consideration given to implementing WHS controls that are suitable for each given situation.
- Ensuring the protection of each other's health & safety is an integral part of every managerial and supervisory position.
- Providing all workers with clearly defined roles and responsibilities for the effective implementation of our management system and this Health and Safety Policy.
- Complying with all relevant regulatory requirements, company policies, standards, and processes.
- Identifying and controlling all potential hazards in the workplace through hazard identification and risk analysis.
- Allowing workers to participate in health and safety decision making, and engaging with contractors, business partners and subject matter experts (internal or external) to achieve and improve standards and expectations.
- Applying risk management principles to the identification, assessment and control of hazards, work practices and behaviors that could cause incidents, injuries, or illness.
- Implementing controls that seek to eliminate risks and, where this is not achievable, apply the hierarchy of controls to mitigate risks so far as is reasonably practicable.
- Empowering workers with the authority to speak up and stop any unsafe work practices.
- Providing appropriate information, training, supervision, and resources that assist all workers to implement and maintain our safety management systems and deliver on safety and health targets.
- Managing safety incidents, near-misses, and hazardous conditions consistently through early identification, notification, methodical investigation, reporting and the sharing of learnings across the organisation.
- Encouraging workers to maintain a healthy balance between work, family and friends and actively promote the prevention of work-related injury and ill health.
- Monitoring the effective implementation of our Health and Safety Policy, our safety management system, and health and safety performance measured against objectives and targets to ensure continuous improvement aimed at eliminating workplace injuries and illness.
- Reporting on our health and safety performance and sharing that information with our workers and other interested parties.
- Sharing our Health and Safety Policy with all workers, visitors, contractors and interested parties.
- Conducting a formal review of our Health and Safety Policy at regular intervals to ensure it remains effective, relevant and appropriate to the health and safety risks in our workplace with workers and key stakeholders provided opportunities to provide input to changes to the Policy.
- Establishing appropriate safety strategies, objectives and targets, safety, health, and wellbeing programs.
- Ensuring that open and honest communication exists between management and all workers.

This policy will be reviewed every two years.

Byron Slabbert
Director
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