

HSE POLICY & GOAL

Focus Technology Solutions maintains a Health, Safety, Environment & Quality Management System (HSEQ-MS) as a vital part of its business. Its HSEQ-MS plays a critical role in controlling health and safety performance.

Our goal, through effective management practice is to have high quality, risk free, environmentally stable, and contented workplaces, through our accomplished HSEQ-MS.

Focus Technology Solutions, through Project Management, Supervision, Communication and Consultation endeavours to eliminate hazards and risks which could cause accidents, injuries, or illness to personnel and visitors.

We will conduct business in a manner that avoids harm by preventing incidents to achieve our goal of zero work related injury or illness in the workplace. We will accomplish this by:

- setting objectives and performance measures to ensure workplace health and safety targets are achieved;
- complying with the relevant legislation and conforming to recognised industry standards and best practices wherever relevant;
- Identifying hazards, assessing risks, implementing appropriate controls, and reviewing their effectiveness;
- Providing personnel and visitors with information, instruction, training, and supervision appropriate to the hazards they are likely to encounter;
- Seeking participation of our personnel in dealing with safety and health matters; and
- Assessing our activities through frequent audit and review to continuously improve performance of our management systems and overall safety culture.

Focus Technology Solutions shall provide the time and resources necessary to implement this policy and management system so as to continually improve workplace safety and health. Achieving this involves accountability and teamwork. Consequently, Focus Technology Solutions is committed to a consultative approach in which all personnel at all levels of the organisation are responsible for their own and other people's safety.

Each person who works for Focus Technology Solutions is personally responsible and accountable for their safety and health performance and for achieving a Quality and risk-free performance in their areas of operation. All personnel are required to follow our rules for Quality, Safe and Healthy Operations, and for satisfactory Environmental Protection. Personnel will report risks to their supervisors and will wear the appropriate Personal Protective Equipment where required.

Our commitment to effective and proficient WHS Management is as important as our commitment to our other Business Objectives. There will be no compromise with regards to the Health, Safety, Environment & Quality Management System.

This policy will be regularly reviewed considering legislation and / or organisational changes, with a planned review annually.



20/04/2022

Frank Crighton

Chief Executive Officer

Revision History

Rev	Date	Comment	Author	Reviewed	Approved
0	01/07/13	Issued for Use	T. Griffiths	P. Levi	G. Cox
1	08/07/14	First Review – Format change	T. Griffiths	P. Levi	G. Cox
2	07/05/15	Update Managing Director	T. Griffiths	P. Levi	G. Taylor-Bullen
3	01/09/15	Update to new corporate style guide	L. Trinder	T. Griffiths	G. Taylor- Bullen
4	16/11/16	Updated ISO14001 to 14001:2015	D. Papagno	P. Levi	G. Taylor-Bullen
5	15/02/16	Updated ISO9001:2008 to 2015 and 14001 to 2015	D. Papagno	P. Levi	G. Taylor-Bullen
6	21/06/16	Quality removed – separate quality policy exists.	D. Papagno	A. Richardson	G. Taylor-Bullen
7	22/08/18	Updated	D. Papagno	A. Corcoran	G. Taylor-Bullen
8	13/05/19	Reviewed	D. Papagno	D. Gorrige	G. Taylor-Bullen
9	1/10/19	Reviewed – Change of management	D. Gorrige	D. Gorrige	F. Crighton
10	14/5/20	Reviewed	D. Gorrige	D. Gorrige	F. Crighton
11	21/06/21	Updated to reflect ISO45001	N.Webb	D. Gorrige	F. Crighton
12	20/04/22	Updated company name & logo throughout document	N. Webb	E. Parfitt	F. Crighton