

WORK HEALTH AND SAFETY POLICY STATEMENT

SICE Pty Ltd and SICE NZ Ltd provide end-to-end transport and infrastructure solutions, managing the entire lifecycle from technical consultancy and engineering to maintenance and operation. We focus on continuous improvement throughout our processes to ensure client deliverables are to the highest quality.

To meet our objectives, SICE management assumes responsibility and provides active leadership for the management of Work Health and Safety and Well-being with the committed participation of all managers, employees, and contractors.

SICE's Work Health and Safety policy is based on the principle of ensuring the well-being of our employees and others affected by our operations is a priority and considered during all works performed by or on behalf of SICE as a company.

Policy Principles

SICE WHS Policy is supported by the following principles:

- Creating a culture of working safely "Safety First";
- Maintain and apply a health and safety management system appropriate to activities undertaken by the company and in accordance with ISO 45001 to ensure compliance with requirements and regulations and implementation of controls to ensure the safety of our processes and products;
- Identify and manage hazards and risks associated with the workplace with the intent to eliminate or reduce the risks so far is reasonably practicable;
- Provide safe and healthy working conditions to prevent work-related injury and ill health injuries;
- Provide training and ensure the competency of employees, consultants, and contractors;
- Actively promote, and engage an organisational culture of continual improvement to improve the effectiveness of safe project delivery further, applying learnings both internally and externally;
- Communicate, participate, and consult with stakeholders, staff, and contractors;
- Define and set challenging safety performance targets;
- Plan and monitor the various processes to fully comply with the requirements and promote using industry best practices;
- Provide the resources, infrastructure and human resources required to achieve compliance with requirements;
- Involve and engage with our suppliers in the active commitment to improve supply chain safety; and
- Ensure that SICE's personnel sensitive information is available when needed and it is protected from unauthorised access, use, disclosure and modification.

SICE recognises its responsibility under the Australian and New Zealand region Workplace Health and Safety Acts and regulations, ensuring obligations to comply with the required legislation are met.



Manuel González Arrojo, SICE ANZ Managing Director

Document Control

This document is located at the SharePoint site - SICE ANZ Intranet: [SICE Policies Statements](#)

Business Unit	Health and Safety, Environment and Quality (HSEQ)
Policy Name	Work Health and Safety Policy Statement
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Security Classification - Confidentiality	<div>Proprietary</div> <p>Medium risk. All SICE ANZ Staff and Contractors are authorised to access this document. This document can be shared with authorised external organisations.</p>

Responsibilities

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Date	28/01/2025	04/02/2025	24/02/2025	05/02/2025	11/03/2025

Revision History

Rev No.	Date	Issue / Description	Approved
00	01/09/2017	First version.	Manuel Gonzalez Arrojo
01	03/09/2018	General revision. WHS Policy instead of WHS Policy Statement.	Manuel Gonzalez Arrojo
02	12/08/2019	General revision, approved logo and colours used. Naming and numbering updated.	Manuel Gonzalez Arrojo
03	17/02/2020	Scope of policy in the title change from SICE PTY LTD to SICE ANZ.	Manuel Gonzalez Arrojo
04	05/03/2021	General revision, new corporate identity.	Manuel Gonzalez Arrojo
05	20/08/2021	“Statement” category added to policy title. Confidentiality classification table is included in the Document Control section.	Manuel Gonzalez Arrojo
06	23/08/2022	Included the term “participation”	Manuel Gonzalez Arrojo
07	09/08/2023	General revision, template updated, and “protection of all personal and sensitive information regarding SICE’s personnel” added.	Manuel Gonzalez Arrojo
08	11/03/2025	Clarification of purpose and context in the first sentence. Updated principles related to risk assessment and control and prevention of work-related injuries, to align with ISO 45001.	Manuel Gonzalez Arrojo

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