

Work Health & Safety Management System Policy

Tallan Group is committed to providing a safe and healthy workplace for all employees, contractors, subcontractors, and visitors. Health and Safety is a fundamental value of our organisation and integral to everything we do. Our aim is zero harm — to achieve a workplace free of incidents, injuries, and occupational illnesses through the continual improvement of our systems of work.

Commitment and Scope

Tallan Group will implement and maintain a Work Health and Safety Management System (WHSMS) that aligns with the requirements of ISO 45001:2018 – Occupational Health and Safety Management Systems. This system will apply to all Tallan Group operations, activities, and personnel across all sites and offices.

We will comply with all applicable Work Health and Safety Acts and Regulations, relevant Codes of Practice, and Australian Standards, and ensure that our WHSMS is continuously improved to reflect changes in legislation, industry best practice, and organisational needs.

Our Commitments

- Integrate health and safety into all management functions and decision-making processes, ensuring that every level of leadership is accountable for WHS outcomes.
- Provide adequate resources — financial, human, and technological — to effectively implement, monitor, and continually improve our WHSMS.
- Eliminate hazards and reduce WHS risks through a systematic risk management process.
- Consult and encourage participation of workers and their representatives in all matters affecting health and safety.
- Provide and maintain safe plant, equipment, and workplaces, and ensure all work is performed safely.
- Deliver appropriate training, supervision, and information to ensure all workers are competent to perform their duties safely.
- Establish effective systems of communication to share WHS information, lessons learned, and improvement opportunities across the organisation.
- Respond to and investigate all incidents, implementing corrective and preventive actions to avoid recurrence.
- Provide rehabilitation and return-to-work support for injured workers in accordance with statutory requirements.
- Set, monitor, and review measurable WHS objectives and targets, such as:
 - Zero notifiable incidents and lost-time injuries.
 - 100% completion of risk assessments for high-risk activities.
 - 100% participation in safety meetings and toolbox talks.
 - WHSMS audits and management reviews.
- Continually improve our WHSMS through regular reviews, audits, consultation,

and feedback.

Worker Responsibilities

- Take reasonable care for their own health and safety and that of others.
- Follow Tallan Group's safety policies, procedures, and reasonable instructions.
- Report hazards, unsafe conditions, and incidents immediately.
- Participate in safety training and consultation processes.

Leadership and Review

Tallan Group Directors and Senior Management demonstrate visible leadership in health and safety by setting the example, empowering workers, and ensuring the WHSMS remains effective and aligned with ISO 45001 requirements. This policy will be reviewed annually or following significant changes in our operations to ensure its ongoing suitability, adequacy, and effectiveness.



Zane Taylor

**Director
Tallan Group**

27 October 2025



Joel Quillan

**Director
Tallan Group**

27 October 2025