WORK HEALTH AND SAFETY POLICY

1. Scope

This policy applies to all Shred-X Secure Destruction and Med-X Healthcare Solutions operations, workers (including employees, contractors, labour hire), visitors and other persons at workplaces under the organisation's control.

2. Policy Statement

Shred-X / Med-X is committed to providing a safe and healthy work environment that prevents injury and illness and protects the health and safety of workers and others who may be affected by our activities.

3. Legislative Compliance

We will comply with all applicable Work Health and Safety legislation, regulations, codes of practice, industry standards and certification requirements, including ISO 45001.

4. Our Commitments

Shred-X & Med-X is committed to:

- Ensuring the health, safety, and wellbeing of our workers.
- Continually improving our WHS performance.
- The elimination of workplace injury and illness.
- Establishing measurable safety objectives and targets.
- Ensuring that its workers take care for their own health and safety and that their acts do not adversely affect the health, safety, and wellbeing of those around them, and
- Compliance with WHS legislation and applicable standards,

With the aim of ensuring the safety and success of proposed work activities, workers shall participate in Shred-X & Med-X WHS goals and objectives.

Safety Goals:

- Develop a culture that encourages personnel to engage with safety at every level.
- Foster an initiative-taking approach to managing a sound and effective safety performance.
- Provide healthy, safe, and secure workplaces, and
- Reduce health, safety, and wellbeing risks as far as reasonably practicable.

Safety Objectives:

- Reduction of workplace injuries or illnesses.
- WHS inductions for all workers, visitors, and contractors.
- Consultation and engagement with all Shred-X & Med-X workers to ensure safety in the workplace.

5. Psychosocial Risk Management

Shred-X / Med-X will identify, assess, and manage psychosocial risks as part of its work health and safety risk management processes. This includes considering factors such as job demands, workload, role clarity, level of control, support, exposure to aggression or violence, remote or isolated work, fatigue, and the impacts of organisational change. Where risks are identified, the organisation will implement appropriate control measures, including job design, staffing, training, supervision, and

access to reporting and support pathways, to eliminate or minimise risks so far as reasonably practicable.

6. Technology and Change Management

Shred-X / Med-X will assess and manage health and safety risks associated with the introduction of new plant, equipment, software, digital systems, or operational changes. Change risk assessments will consider human–machine interaction, system reliability, privacy and surveillance implications, and emergency procedures. Workers will be consulted during the change process, and appropriate training and support will be provided to ensure safe implementation.

7. Leadership and Accountability

The Shred-X & Med-X Board and Management will visibly and rigorously support the implementation of this policy and encourage all our workers, customers, contractors, and stakeholders to do the same.

8. Review

This policy will be reviewed at least annually, or earlier if required due to incidents, legislative change or organisational change.

General Manager:
April 2026

Document Control

This Plan remains a controlled document for the nominated facility, Head Office Ormeau.

Changes are prompted by the Document Owner; updates are issued for approval.

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v1.0	15/04/2026	Policy Update	National WHS Manager

AAA NQA CERTIFIED ISO 9001 ISO 14001 ISO 27001 ISO 45001

Support Documentation / References

- IMS Manual
- ISO 45001 Standard

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