

Purpose

This policy establishes and enforces guidelines to ensure a safe and healthy work environment, prevent workplace injuries and illnesses, and comply with all applicable health and safety regulations.

Scope

This policy applies to all Newinds Corp. operations, activities, employees, contractors, subcontractors, suppliers, and visitors at all worksites under Newinds Corp.'s control. It encompasses establishing guidelines for a safe and healthy work environment, preventing workplace injuries and illnesses, promoting employee well-being, and complying with relevant health and safety regulations.

Policy Statement

Newinds Corp., a Vietnam-based company providing custom fabricated metal solutions and value-added services, is committed to the health and safety of its employees. We offer a full range of services, from prototype to customized production, specializing in structural steel, metal parts, steel sheds, buildings, metal sheets, stainless steel fabrication, and related value-added services. We not only cater to large industrial and commercial projects, but also handle smaller, custom orders. Our skilled team delivers customized metal solutions complying with AS/NZS, USA, and EU standards.

Policy Guidelines

Newinds Corp. values its workers and is committed to ensuring their health and safety through the effective implementation of our Work, Health, and Safety (WHS) management system. We will comply with all relevant work health and safety legislation (Acts and Regulations applicable to the work locations) and the general duty of care to provide a safe and healthy work environment and appropriate support mechanisms for employees and other workers.

This policy aims to:

1. **Compliance:** Ensure compliance with all applicable WHS legislation and regulations.
2. **Objectives and Targets:** Establish measurable WHS objectives and targets to drive continual improvement.
3. **Risk Management:** Implement and maintain effective systems to manage WHS risks arising from work activities, equipment, materials, substances, and the work environment.
4. **Responsibilities:** Clearly define and assign WHS responsibilities and accountabilities to relevant personnel.
5. **Safety in Planning:** Integrate safety as a primary objective in all project and operational planning.
6. **Consultation:** Establish and maintain a process for consultation and communication with workers and their health and safety representatives.
7. **Information and Training:** Provide regular WHS information, instruction, training, supervision, and communication to employees, contractors, subcontractors, suppliers, customers, and visitors.
8. **Well-being:** Provide support mechanisms to assist employees in maintaining and improving their psychological and physical health, including equitable workers' compensation claims management and effective injury management programs.

Work, Health & Safety (WHS)

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9. **Hazard and Risk Management:** Maintain a robust hazard identification and risk management program to eliminate hazards and mitigate risks.
10. **Integration:** Integrate relevant WHS policies and procedures into all business operations.
11. **Resources:** Provide adequate resources, including internal and external expertise, as needed to support the WHS management system.

Responsibilities of All Personnel

All employees, contractors, subcontractors, suppliers, customers, and visitors at Newinds Corp. sites are expected to:

- Understand, contribute to, and comply with all WHS procedures and safe work instructions.
- Promptly report all hazards and incidents to their supervisor.
- Use provided personal protective equipment (PPE) as instructed.
- Follow all reasonable safety directions and instructions from their supervisor and/or Newinds Corp. personnel.

Employee Responsibilities

All Newinds Corp. employees are responsible for understanding, implementing, and maintaining WHS system policies, procedures, work instructions, and practices relevant to their duties.

Consultation

Newinds Corp. will provide a process for consultation with workers and their health and safety representatives at their respective work sites.

Policy Availability

A copy of this WHS Policy will be prominently displayed, and management and supervisory staff are responsible for ensuring it is understood, implemented, and maintained at all levels of the company. This policy will be reviewed and updated regularly.