

WORK HEALTH AND SAFETY POLICY

Neo Civil Pty Ltd promotes and embraces a business culture committed to the health and safety of our employees and everyone who is directly affected by our work methods and work sites. Neo is determined to be on par with the industry leaders in work health and safety management via a 'Zero Harm' philosophy present in all our operations. Neo is committed to:

- The prevention of harm to anyone on our sites.
- Compliance with legislation and regulations.
- The continual improvement of our work health and safety management system.
- We are achieving this by:
 - Complying with relevant Work Health & Safety Acts and other applicable laws, regulations and statutory obligations.
 - Ensuring all employees, clients and sub-contractors endorse our "Zero Harm" vision.
 - Establishing and continually developing education systems and training.
 - Ensuring consistent safety practices across all our work sites.
 - Eliminating or controlling hazards.
 - Taking disciplinary action when people disregard health and safety procedures and practices.
 - Ensuring all incidents and near misses are fully investigated and action taken to prevent recurrence.
 - Taking specific and corrective action to improve safety performance.
 - Regular consultation and communication to employees, sub-contractors and clients.
 - A commitment to providing safe and healthy working conditions for the prevention of work-related injury and ill health,
 - A commitment to eliminating hazards and reducing WHS risks
 - A commitment to consultation and participation of workers, and, where they exist, workers representatives.

All employees and sub-contractors are required to:

- Embrace and adhere to Neo's safe work practices, objectives and instructions.
- Immediately report any unsafe work practices/equipment/conditions to their supervisor.
- Not misuse, damage, refuse to use, or interfere with anything provided for the purposes of Work health and safety.

The Neo Work Health and Safety System is based on the requirements of ISO 45001.



Mike McGurk
 General Manager
 Neo Civil Pty Ltd
 February 2026