

Phoenix Civil and Earthmoving Pty Ltd commit to providing and maintaining a safe work environment, protecting against any risk or exposure to personal harm, damage to property or the environment. As such, it is the duty and right of every person engaged by the Company to exercise this Policy should they feel they are at risk of harm whilst undertaking a task. Management supports the decisions of all employees and contractors in the diligent execution of this Policy.

POLICY STATEMENT

Any person, regardless of position or seniority has the right and duty to apply the Stop Work Authority if, in their judgement, a condition or activity is deemed to be potentially hazardous and there is a risk of serious injury.

- There shall be no blame or fault placed on any person implementing the Stop Work Authority even if upon investigation, the cease of work was deemed unnecessary. This Policy must be applied in good faith.
- Management will communicate and consult with all concerned on the action to be taken to return the workplace to a safe state.
- Employees will be offered alternative duties in another work location if they have the required level of competency to perform the work.
- Work that has ceased due to a Stop Work Authority shall not be resumed until the circumstance in question has been proven safe to the satisfaction of both the individual concerned and Phoenix Civil and Earthmoving Pty Ltd
- Phoenix Civil and Earthmoving Pty Ltd employees will be subject to disciplinary action that may include termination of their employment for any breach or violation of this Policy.

Signed:*J Palmer*.....

Jeremy Palmer

Director

Date: 29 July 2024