

# Occupational Health and Safety Policy



GSS Group  
ABN: 12 668 595 382  
F01/122 Studio Ln, Docklands VIC 3008

**Date:** 03/02/2026  
**Review:** 01/02/2027

GSS Group policy is to ensure that every employee works in an environment where direct effort is made to prevent accidents, injury, and disruption to employee's health from foreseeable work hazards.

GSS Group acknowledges a duty to achieve their objectives by:

- Providing and maintaining safe working procedures and operation
- Providing adequate personal protective equipment which is necessary when hazards cannot be otherwise contained or controlled at the source
- Providing adequate training and instruction to enable employees to perform their work safely and effectively
- To provide and maintain safe plant, machinery, equipment, substances, and materials
- Maintaining through the establishment and support of a safety pre-start meetings a constant and continuing commitment to occupational health and safety within GSS Group
- Investigation of all actual and potentially injuries occurrences to eliminate the cause
- In the event of injuries or occupational illness, rehabilitation services will be made available through an agreed rehabilitation provider
- Employees have a duty of co-operation in the attainment of these objectives by:
- Working with care for their own safety and that of other employees who may be affected by their actions or omissions
- Wearing and maintaining provided protective equipment in a clean and workable order
- Reporting conditions which appear to be unsafe to their supervisor
- To obey all instructions issued by their supervisors, to protect their personal health and safety, and that of other persons, and not to perform any procedure or task unless they have received appropriate training and instruction
- Assisting in the investigation and the reporting of any accidents with the objective of introducing measures to prevent re-occurrence
- To not interfere with, remove or displace any safety guards, safety devices or protective equipment unless it is a part of an approved maintenance or repair procedure

A safe and effective place of work is our goal, and we must all be committed to reaching this outcome.

Endorsed by:

**Imran Mukhtar**  
*Managing Director* February 2026

A handwritten signature in black ink, appearing to be 'Imran Mukhtar', written over a horizontal line.