

Work Health and Safety Policy

1. PURPOSE

This Policy outlines On Tap Services Pty Ltd's commitment to achieving the highest standards of Workplace Health and Safety (WHS), including eliminating hazards, reducing WHS risks, and preventing workplace injury and ill health across all areas of our operations.

2. SCOPE

On Tap Services Pty Ltd (OTS) delivers plumbing and electrical maintenance and minor works for commercial, real estate, industrial, and government clients across Western Australia and South Australia. This scope applies to all activities undertaken from our Perth headquarters, any South Australian operational bases, within field vehicles, and across client sites. It also covers corporate support functions provided by On Tap Holdings Pty Ltd and extends to every worker, subcontractor, and outsourced process that may influence service quality, safety, or environmental performance.

3. OBJECTIVES AND IMPLEMENTATION

Our WHS objectives are achieved through:

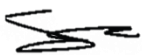
- Providing and maintaining safe systems of work to eliminate hazards and minimise risks so far as is reasonably practicable, in accordance with the hierarchy of controls.
- Developing, implementing, maintaining, and continually improving our WHS Management System in line with applicable legislation, codes of practice, client requirements, and ISO 45001.
- Establishing, monitoring, and reviewing WHS objectives and targets to drive continual improvement.
- Ensuring consultation and participation of workers and, where applicable, their representatives.
- Maintaining safe work environments, including plant, equipment, and safe work practices.
- Providing appropriate information, instruction, training, and supervision to ensure competency and promote proactive safety behaviours.
- Managing incidents and non-conformances through reporting, investigation, and corrective actions to prevent recurrence.
- Supporting injury management and rehabilitation to achieve early and sustained return to work.

All workers are accountable for their own safety and must consider the health and safety of others. Workers must:

- Take reasonable care for their own health and safety;
- Be fit for duty;
- Comply with reasonable instructions, procedures, and policies; and
- Actively challenge unsafe behaviours in line with our "Challenge Complacency" commitment.

4. REVIEW

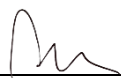
This Policy applies to all OTS operations and functions. It will be reviewed every two years — or sooner if required — to ensure it remains current, effective, and aligned with business needs and legislative requirements.



Samuel Clark

Founder | Director

17th March 2026



Colin De Vincentiis

Managing Director

17th March 2026