

## Work Health and Safety

**1. SCOPE**

This document applies to all employees of Sydney Fish Market Pty Ltd (SFM) (including workers whose services are supplied to SFM by a labour hire agency or other supplier, contractors, and sub-contractors) and any other person who is notified that this document applies to them (collectively, **Workers**). This document also applies to tenants, buyers, fishers, and members of the public (collectively, **Other Persons**)

**2. PURPOSE**

SFM is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health.

The work health and safety of all Workers undertaking work at the SFM and all Other Persons visiting the SFM site or who are affected by the SFM site is considered to be of the utmost importance. Resources in line with the importance attached to work health and safety will be made available to comply with all WH&S Laws and to ensure, so far as is reasonably practicable, that the workplace is safe and without risk to health and safety.

SFM is committed to ensuring so far as is reasonably practicable the safety of its Workers and visitors at the SFM site. Measurable targets and objectives will be established in the SFM's Corporate Plan to ensure continued improvement aimed at the elimination or minimisation of work-related injuries and illnesses.

**3. POLICY****3.1. Specific responsibilities****3.1.1. Management's responsibility**

Management must exercise due diligence to ensure SFM meets its work health and safety obligations. Management and officers at all levels are required to exercise due diligence and ensure the health and safety of all persons in the workplace. To this end, it is management's responsibility to develop, implement and keep under review, in consultation with its Workers, the SFM's WHS System.

**3.1.2. Managers/ Officers/Supervisors**

Each manager/officer/supervisor is required to ensure that this policy and the WHS System are effectively implemented in their areas of control, and to support workers and hold them accountable for their specific responsibilities.

Managers, officers, and supervisors will seek to:

- provide adequate resourcing to support health and safety initiatives;
- consider, and if appropriate, implement reasonable safe work strategies;
- enforce this policy and all SFM's policies in relation to safe and appropriate workplace behaviour where breaches occur;
- actively role model work practices that promote health and safety;
- ensuring the relevant health and safety legislation and regulations that apply to working conditions and the work environment are observed and enforced;
- encourage consultation between management, supervisors and employees in addressing safety issues;
- hold regular meetings to discuss health and safety performance;
- include WHS issues as a regular agenda item and matter for discuss and decision at SFM management meetings;
- provide adequate safety information, training, and supervision; and identify hazards, assess risk and implement control strategies to minimise risk of injury to persons and property; and
- take effective action to provide and maintain safe and healthy working conditions.
- ensuring that the WHS system is complied within their area of control and workers are supervised and trained to meet their requirements under that system
- consult with workers regarding issues, which affect their health and safety, and any concerns Workers have are referred to management.

**3.1.3. Workers**

All Workers are required to comply with the WHS Policy and System to:

- Take reasonable care of their own health & safety;
- Take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons

## Work Health and Safety

- Comply with policies and procedures and reasonable instructions from SFM relating to health and safety in the workplace, to enable compliance with the Work Health and Safety Act 2011 (NSW) and Work Health and Safety Regulations 2017 (NSW).
- Allocated KPIs to be completed as set by each financial year targets.

### 3.1.4. Contractors and sub-contractors

All contractors and sub-contractors engaged to perform work on the Company's premises or locations are required, as part of their contract, to comply with the Work Health and Safety Policies, and System of the Company and to observe directions on health and safety from designated officers of Sydney Fish Market. Failure to comply with the WHS Policy and System or observe a direction may be considered a breach of the contract and sufficient grounds for termination of the contract.

### 3.2. Work Health and Safety System

In order to implement the general provisions of this policy, a System of activities and procedures will be set up, continually updated, and effectively carried out. The System should relate to all aspects of work health and safety including:

- WHS training and education;
- Work design, workplace design and standard work methods;
- Changes to work methods and practice; including those associated with technological change;
- Emergency procedures and drills;
- Provision of WHS equipment, services and facilities;
- Workplace inspections and evaluations;
- Reporting and recording of incidents, accidents, injuries and illnesses; and
- Provision for consultation and providing information to employees, contractors and subcontractors.

### Emergency preparedness

Workers will be asked to participate in emergency evacuation drills, and are required to participate fully, including following all directions of responsible. In the case of an evacuation, Workers must follow the instructions given by responsible staff. The name and contact details of First Aid Officers are included in notices in the workplace. A list of First Aid officers is available from Management.

### Non-Smoking

SFM aims to provide its Workers with a healthy work environment. Smoking or vaping is recognised a health hazard and is not permitted in the workplace or any other area that is identified as non-smoking by Management.

### Employee Assistance

From time to time, employees may experience difficulties in their personal lives that may impact their performance at work. SFM may recommend employees attend external counselling services, the cost of which may be met by SFM. The nominated EAP provider is Sonder.

This Policy shall be reviewed at least once per year in consultation with the elected safety representatives.



Daniel Jarosch  
Chief Executive Officer  
11<sup>th</sup> September 2025