

Work Health and Safety Policy

Founded in 1852, Bates Smart is one of Australia's leading design firms providing architecture, interior design, urban design and strategy services. As a professional services firm, we recognise our moral and legal responsibility to provide a safe and healthy work environment for employees, contractors, clients, and visitors, as well as ensuring that our operations and activities do not place the local community or environment at risk of injury, illness, or damage. We maintain and continuously improve a WHS Management System that complies with the requirements of ISO 45001:2018.

To achieve our WHS aims, the following commitments have been made by Bates Smart:

- Provide safe and healthy working conditions for the prevention of work-related injury and ill-health
- Identify and fulfill legal and other requirements applicable to Bates Smart
- Eliminate hazards and reduce WHS risks, so far as reasonably practicable
- Continually review and improve the WHS Management System
- Consulting and organising for the participation of non-managerial workers; and
- Ensuring this policy is implemented within the organisation and made available to interested parties.

Bates Smart recognise that the overall responsibility to provide a safe workplace rest with management who will be accountable for the implementation of this policy. These responsibilities include:

- Ensuring that all WHS policies and procedures are implemented
- Establishing measurable objectives and targets to ensure continued improvement aimed at the elimination of work-related injuries and illnesses; and
- Providing adequate resources to meet these WHS commitments.

Workers also have responsibilities which include:

- Following all WHS policies and procedures; and
- Recognising hazards which may affect the health and safety of themselves, others, or the environment.

Bates Smart's WHS Policy is applicable to our directors, employees, contractors and to any person or organisation that represents us as well as suppliers in the conduct of their activities for and on our behalf.



Matthew Allen | Director
7 Mar 2023