

Health and Safety Policy

Purpose:	To set out how TSA Riley maintains and improves its occupational health and safety management system to meet the requirements of the ISO 45001:2018 standard.
Applicable to:	TSA Management Group Holdings Pty Ltd and its affiliated corporate entities (TSA Riley).
Region(s):	Group (all Staff)

Definitions

Term	Definition
Staff	Board members, employees, casual employees, independent contractors, subconsultants and volunteers of TSA Riley Group.

Policy

TSA Riley recognises the importance of health and safety and is committed to providing a physically and psychologically safe working environment. The organisation believes that the health, safety and wellbeing of Staff, and others affected by its work, are essential and must be prioritised in line with relevant legislation. As its people are its most important asset, health and safety is everyone's responsibility. TSA Riley understands that a healthy workplace is a key driver of its success and sustainability, and is committed to:

- Providing a safe and healthy working environment to enable the prevention of work-related physical and psychosocial injury and ill health to Staff.
- Identifying and eliminating any hazards relevant to its operations, implement control measures for those that cannot be eliminated, and continuously monitor and review these risks to ensure effective management.
- Building and maintaining a positive and supportive environment and culture that protects Staff from injury.
- Fulfilling all legal requirements and those of local jurisdiction applicable to its operation, including other requirements requisite for its clients and professional membership bodies.
- Enabling and encouraging Staff to protect their own physical and psychosocial health and safety as well as that of others.
- Providing training and resources to support Staff and increase their knowledge and skills to be safe, resilient, treat each other with respect, and thrive at work.
- Involving Staff, and where applicable their representatives, in discussions about the risks and hazards connected to their duties, including areas where the management system could be improved.
- Setting clear and measurable objectives to protect and improve the health, safety and wellbeing of TSA Riley Staff and continually improving the management system to retain certification to ISO 45001:2018.

All Staff are required to:

- Identify and report hazards and factors that may impact on theirs, and others, physical and psychological health and safety.
- Support and contribute to TSA Riley's aim of providing a safe and healthy workplace.

This Policy, together with the management system, will be periodically reviewed to ensure their continued suitability.

Name Andrew Tompson
Position Chief Executive Officer
Date 1st July 2026
Signature 