

Work Health and Safety Policy

SMA is committed to a Work Health and Safety (WHS) policy that enables all work activities to be carried out safely by implementing measures to remove or minimise risks to the health, safety and welfare of workers, contractors, authorised visitors, and anyone else who may be affected by our operations. This policy applies to all SMA business operations and functions, including those situations where workers are required to work off-site.

Policy statement:

- SMA is committed to providing and maintaining a safe and healthy working environment, safe systems of work, facilities for the welfare of our staff, and fleet and equipment in safe operating condition. The objective of the OH&S system is the health, safety, and well being of all individuals impacted by our business. Actions to achieve this objective will be decided upon, assigned, measured, tracked, and reviewed through Board and committee meetings. Papers from these meetings shall form the documented records of such actions.
- SMA is committed to:
 - the operation of a WHS Management System that meets the requirements of ISO 45001 and complies with all relevant legislation and regulatory requirements.
 - the elimination of hazards and reduction of OH&S risks.
 - continually improve our performance through effective safety management.
 - consultation and co-operation with workers and/or their representatives in all matters relating to health and safety in the workplace.
- SMA will provide information, instruction, training and supervision that is reasonably necessary to ensure that each staff member is safe from injury and risks to health
- SMA will seek the co-operation of all staff, customers, suppliers and other persons in the implementation this policy.

This policy shall be made available to staff and also available for public viewing at www.statemedicalassistance.com.au.

Effective: 3 February 2026

Wayne Stone
Executive General Manager
State Medical Assistance Pty. Limited

Revision History

Version	Approved by	Date	Amendment notes
9	Bianca Ramos – Compliance lead	07 Nov 2025	Change in CEO
8	Kirsty Bolte - Compliance Lead	10 Nov 2024	Review only
7	William Alexander – Compliance Lead	22 Nov 2023	<i>Review only</i>
6	William Alexander – Compliance Lead	20 Sept 2022	<i>Review only</i>
5	William Alexander – Compliance Lead	11 March 2021	<i>Review only</i>
4	William Alexander – Compliance Lead	12 June 2020	<i>Review only</i>
3	David Winn – Compliance	5 April 2019	<i>Review only</i>
2	Ben Cant - CEO	26 March 2018	<i>Review only</i>
1	Patrick Crowe – Managing Director	19 May 2015	<i>Document developed</i>