

WHS Policy Statement



Jani-King Australia Pty Ltd and its Master Franchises (hereafter referred to as Jani-King) are committed to providing safe and healthy working conditions for workers, officers, contractors and subcontractors and all relevant others at each of our permanent and temporary workplaces, in accordance with our legislative and other obligations. In line with this we have prepared and implemented, and are committed to continually improve, a Jani-King Management System that complies with ISO 45001:2018

It is our aim to provide a healthy and safe working environment, as far as is reasonably practicable, by implementing the following practices in accordance with our evaluated risk control methods:

- develop safe systems of work and maintenance of plant, equipment, structures, substances, facilities and other resources;
- consult with, inform, instruct and supervise our workers and other relevant stakeholders;
- comply with, as is reasonably practicable, all relevant statutory duties, regulations, industry codes and standards, making adequate provision of resources to meet these requirements;
- regularly review our performance against the stated objectives of this policy.

It is our commitment to:

- prevent work-related injury and ill health through the implementation of our hazard identification, assessment, control and review process, together with our continually evolving training methods to ensure all workers understand safe work practices and methods;
- achieve the best possible outcomes for Injury Management and Rehabilitation where workplace incidents occur;
- annually review our hazard identification, assessment and control processes and methods to ensure that our control methods are up to date with the latest information and innovations, and that past experiences in our industry can influence our future decisions in a positive way;
- as a Franchisor, provide our Franchisees with an up to date, industry specific safety system to assist them to meet their legislative obligations. We do this by providing an online safety management system which engages our franchisees via ongoing automatic reminders to complete necessary compliance activities such as inspections, contractor management, consultation and much more to ensure continuous improvement

To continually monitor and improve our safety performance, our senior management team set WHS KPI's annually to assist us to focus on key areas of improvement. These KPI's are reviewed regularly to track our progress and provide factual data for future decision making and/or process change.

Our communication and consultation methods with our workers are critical to our continued improvement of our WHS management system. We recognise that our workers and franchisees, and our franchisees workers are familiar with the everyday safety hazards or potential hazards that may arise. We have developed a communication and consultation process to ensure that mutually beneficial communication is achieved. We educate and train our workers & franchisees and provide methods and resources to assist our franchisees to train their own workers. Our workers and franchisees and other interested parties have the facility to provide us with feedback, suggestions and up to date information relating to their tasks and workplaces to assist us in future risk management and planning.

Jani-King recognises that any stakeholder within our organisation who feels unsafe or has identified a WHS issue has not only the right to cease work, but the obligation to inform our management of the issue immediately so it may be reviewed and rectified PRIOR to work recommencing.

Ben Stoltz - Director

This version: 13th April 2025

Next Review Due: April 2027