Sun Protection Policy

Australia has one of the highest rates of skin cancer in the world. People who work outdoors for all or part of the day have a higher than average risk of skin cancer. Ultraviolet Radiation (UVR), which is present in sunlight, is a known cause of skin cancer. All skin types can be damaged by exposure to solar UVR. Damage is permanent, irreversible and increases with more exposure.

Workforce International Group has an obligation to provide a safe working environment and safe systems of work. To manage the risks associated with solar UVR, the organisation will:

- Encourage our clients to consider all risk factors, including sun exposure, when they schedule work.
- Educate and inform our employees about Sun Protection and the risks of exposure to UVR.
- Encourage staff to take any breaks undercover or in a safe shaded location.
- Promote Sun Safety within our organisation, including implementing Sun Protection Policies and Procedures.
- Consider risks such as Sun Exposure within our Safety Management Systems to identify hazards and their control measures.
- Ensure supervisors and management are aware of Sun Protection issues and act as positive role models for their workers.
- Provide suitable Personal Protective Equipment (PPE) that conforms to Sun Protection standards and guidelines, including sunscreen, hats and garments.

Workers are required to use and wear all PPE supplied for the purposes of safety and Sun Protection in accordance with company PPE Policies and Procedures.

Supervisors and managers are responsible for ensuring that their workers are provided with, and wear, approved Sun Protection PPE when working outdoors and for controlling hazards related to UVR exposure in accordance with Sun Protection Policies and Procedures.

Workforce International Group encourages workers to report any excessive sun exposure, including incidents of sunburn, in line with company Hazard, Incident and Injury Reporting Procedures.

This Sun Protection Policy and any related Procedures operate in conjunction with the organisation's other Personal Protective Equipment Policies and Procedures.

Ray Robert

Chief Executive Officer – March 2026