

Work Health and Safety (WHS) Policy

Purpose

Orka Advisory is committed to providing a safe and healthy workplace for all employees, contractors, and visitors, and to complying with all WHS laws and regulations.

Scope

This policy applies to all work-related activities conducted by Orka Advisory staff, whether in the office, at client sites, or working remotely.

Our Commitments

- Provide and maintain safe work environments, systems, and equipment.
- Identify, assess, and control workplace hazards proactively.
- Consult and communicate with employees on WHS matters to improve safety outcomes.
- Provide necessary information, training, and supervision to enable safe work practices.
- Support employee wellbeing and mental health alongside physical safety.
- Comply with all relevant WHS legislation and codes of practice.

Responsibility

Management is accountable for implementing WHS systems and allocating resources for safety. Employees must follow safe work practices, report hazards or incidents, and take reasonable care for their own and others' health and safety.

Authorised by:

A handwritten signature in black ink that reads "Kaushik.S".

Dr Kaushik Sridhar
Founder & CEO
Orka Advisory

2 July 2025