

## Workplace Health, Safety & Welfare Policy


We realise that working safely is vital to the ultimate success of our organisation. There can be no compromise with safety and it is the responsibility of each and every one of us. For all of our employees, safety will always take precedence over job expediency. Our managers and supervisors have a total commitment to, and will continue to be responsible and accountable for, the health, safety, rehabilitation and welfare of our employees, and others at our workplaces. They may delegate Work Health & Safety (WHS) duties and activities but not their responsibilities. All persons directing the work of others at our workplaces are required to work with employees to achieve and maintain a high level of safety performance. The company is dedicated to protecting our employees by committing to our Workplace Health & Safety Management System through effective WHS safety systems, risk management strategies, application of industry-based standard WHS procedures, as well as developing WHS objectives and targets with appropriate WHS management to ensure a risk management approach is undertaken for identifiable hazards and risks.


All employees, other persons and organisations are required to unite with us in joint objectives, which are:

- To create and maintain a safe, healthy and productive workplace, for all persons at our places of work, and develop and maintain appropriate procedures to manage the risks to their health, safety & welfare which arise out of our work activities;
- To create and maintain continuous improvement strategies, systematically managing to ensure proactive hazard controls and legitimate implementation of our Policies and Procedures to the Industry-based WHS Standard for Safety Systems and Risk Management; and
- To ensure compliance with Workplace Health & Safety Act 2012 and the associated Regulations, Codes of Practice and Standards as a minimum level within all its activities.

To implement this Policy and the associated OHS Management System, the Company will:

- Promote health and safety in the work place;
- Provide direction and commitment for the continuous improvement of health and safety at work;
- Establish and review, through management reviews, relevant and measurable objectives and targets;
- Ensure effective implementation and maintenance of the WHSMS;
- Provide and allocate sufficient resources to adequately operate the WHSMS;
- Collate all relevant legislation and reference material required to be aware of the organisation's WHS responsibilities and make it available to all employees on site;
- Ensure that all specific WHS policies and procedures operating in the organisation are implemented and kept up to date;
- Ensure that any agreed procedures for consultation with health and safety representatives and committees (or similar) are followed;
- Identify all training needs using the competency assessment form for workshop staff.
- Ensure all risks to health and safety are identified, assessed and effectively controlled;
- Plan work so that it can be done without risk of injury or illness;
- Undertake purchasing giving consideration to health and safety issues;
- Implement the organisations recruitment procedures including pre-placement medical examinations, reference checks and induction training where required;
- Administer timely and cost effective rehabilitation of injured employees; and
- Notify employees of any proposed changes to Legislation and Policy.

Signed:   
Luke Thomson – GM Operations

Signed:   
Matthew Childs – GM Sales & Marketing

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| ISSUE DATE | 28.02.2018 | AUTHORISED BY | Kathleen Binns | FILE REFERENCE | OPOL 001 |
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