



1.0 PURPOSE

The Group is committed to continuously improving its Health, Safety & Welfare performance.

The Group's goal is to work towards reducing the number of injuries year-on-year and causing zero harm to our employees.

2.0 SCOPE

This Policy applies to all employees, contractors and visitors who are in workplaces where The Group is present.

3.0 STATEMENT

It is our aim that work activities carried out by our employees will be undertaken with all reasonable and practicable measures applied to prevent risk to their Health, Safety and Welfare whilst at work. This will be achieved by:

- The safety management system being developed in accordance with ISO 45001:2018. The system includes formal procedures for identifying, assessing and controlling risks in workplaces where our employees are present
- Being committed to providing safe working conditions to prevent work-related injuries and ill health
- Eliminating hazards and reducing safety risks by implementing The Group's risk management procedure
- Setting safety objectives by following the framework set in The Group's Management Manual
- The management of safety in consultation with our clients to ensure safe procedures are always implemented onsite
- Complying with the relevant legislation, acts, regulations, codes of practices and standards in relation to Health, Safety and Welfare.
- Monitoring, reviewing and establishing safety objectives and targets based on The Group's safety system
- Encouraging all employees, trainees, sub-contractors and clients to co-operate with the promotion and compliance of this policy and ensure they demonstrate their duty of care for Health, Safety and Welfare for themselves and others
- The account manager communicating with employees and clients to ensure that Health, Safety and Welfare requirements are being provided
- Ensuring employees are provided with adequate facilities for their welfare at all workplaces and are given the relevant information, instruction, training and supervision necessary to ensure they are safe from injury and illness. The Group will ensure appropriate resources are allocated to administer this policy
- Using the services of a WorkCover Claims Agent to provide effective management of work injuries. The Group has a Rehabilitation Program in place to support any employees who are suffering from work-related injuries or illnesses



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