



Group Health Safety and Wellbeing Policy

We are committed to providing a healthy and safe work environment for our people. Continuously improving health and safety is a key priority for us.

This policy has been designed to ensure we meet our health and safety legal obligations by complying with all relevant laws, codes of practice and industry standards. It sets out the guiding principles for our health and safety system.

We believe safety is everyone's responsibility. As employees, we are accountable for our own safety and have a responsibility to look out for the safety of colleagues. Our objective is to create a culture of zero tolerance to harm and injury for all employees, contractors and visitors. We encourage our employees to be guided by our values – to be Straight Forward and Open and to proactively Take Initiative and Own the Outcome by immediately providing feedback on observed safety behaviours and by reporting all hazards and near misses.

We are also committed to the health and wellbeing of our workers and have a number of programs which promote mental health and general wellbeing.

We will take all reasonably practicable steps to:

- Continuously improve, implement and maintain group-wide and site-specific health and safety procedures and programs;
- Proactively identify and assess hazards and risks to health and safety to eliminate or effectively control risks prior to work being performed;
- Provide and maintain a work environment without risks to health and safety including safe plant, structures and safe systems of work;
- Provide and maintain programs and support the promotion of mental health and wellbeing;
- Ensure the safe use, handling, and storage of plant, structures and substances;
- Ensure the provision of adequate facilities for the welfare at work of workers while carrying out work for us;
- Ensure the safety of visitors to our premises;
- Provide appropriate information, training, instruction and supervision as is necessary to ensure workers can and do carry out their duties competently and safely;
- Ensure all workers are aware of and comply with this policy and that all hazards, risks and any injuries are reported within our defined time-frames;
- Provide opportunities for workers to participate in and contribute to the decision-making process on health and safety matters in the workplace and promote a positive health and safety culture through consultation, co-operation and co-ordination;
- Make adequate resources available to implement our health and safety policies, procedures and programs.

This policy applies to all of our employees, contractors and to visitors to our premises.

This policy will be reviewed every two years or earlier as necessary.

Alison Watkins

A handwritten signature in black ink, appearing to read 'Alison Watkins', with a stylized flourish at the end.

Group Managing Director

Date: 24/5/16