

Health and Safety Policy Statement

The Directors/Senior Management are responsible for the overall health and safety standards in our workplaces & will so far as reasonably practicable, maintain the health and safety of all our workers and other persons who may be put at risk from our work. The health and safety of all staff will be treated equally to other operational requirements as an integral part of running our business and we are committed to achieving a Zero Harm workplace.

We the Directors/Owners/Senior Management will achieve this duty of care by:

Complying with the Health and Safety at Work Act 2015 (HSWA) and all relevant legislation, regulations, codes of practice, best practice guidelines & by laws.

Safe Working Environment

- Providing and maintaining a safe work environment at our work places, with managed risks to health and safety for all workers, contractors & visitors. We use the bowtie system to manage the risks of those who may be exposed to harm from our work.
- Providing and maintaining safe methods of work and the insistence of use by all persons who may be put at risk from our work
- Consulting with other duty holders and their representatives on matters affecting health and safety and encouraging their participation and engagement.
- Ensuring the safe use, PPE, handling, storage, and transportation of hazardous substances
- The prompt and accurate reporting, recording and investigation of all incidents that have, or could have caused harm in the workplace & ensuring appropriate processes are in place for receiving, considering, and responding in a timely manner to information regarding incidents, hazards, and risks. Including the participation from all persons involved in any incident when collecting the information, also who will be responsible for when & how Information / feedback is shared with workers and clients that are involved
- Maintaining a 'buddy' system where pairs of staff take responsibility for the safety of each other when working alone. This procedure requires staff to continue to be aware of colleague risk status and safety and commit to raise the alarm if their buddy has not checked in by the scheduled time or by the end of the day. Communication may be by exchanging cell phone messages (where coverage exists) to indicate current work area and scheduled completion/departure times.
- To provide and ensure the safety of our workers from being affected by people with drugs and alcohol in their system. We have a zero tolerance for drugs & alcohol that could affect our workplaces
- To take reasonable steps to ensure the safety of our workers from being subjected to bullying &/or violence including harassment in any form in our workplaces. We have a zero tolerance for workplace/work related/visitor behaviour - bullying &/or violence. Any infringement could result in removal from site & a trespass notice issued
- Assisting staff in the safe and early return to work, with alternative duties and rehabilitation wherever practicable
- Developing appropriate emergency procedures to render immediate response and first aid. Ensuring workers have the appropriate training in first aid or have access to a trained first aid person
- Providing safe means of transport between places of work
- Providing and maintaining adequate facilities for the welfare of workers
- Monitoring of the health of our workers and the conditions at the workplace to prevent illness or injury
- To monitor stress and fatigue in the workplace

Plant & Equipment

- The provision of PPE, use, training, storage, maintenance & records
- Ensuring that all plant, work processes & substances are subject to hazard & risk assessment and tested prior to being introduced to the workplace. We will engage & involve workers in this process
- Conducting monthly inspections to ensure that all machinery and equipment is safe, and that it is being operated safely

Worker Participation & Engagement

- Health & Safety objectives are established and reviewed annually in conjunction with workers. This includes the development and practice of H&S procedures, and the regular reviews, meetings for continuous improvement of those procedures and work practices. Management not only supports; they encourage worker participation and consultation in all Health and Safety issues.
- Regular safety toolbox meetings are mandatory for all workers/contractors/visitors that are on our site, they are expected to participate & engage. Hazards/Near misses that have been identified will be discussed & actions put in place. Risks associated with upcoming work, safety alerts and training needs will be discussed with actions put in place.

Worker/ Contractors/ Visitors

- Ensuring all sub-contractors have an active health and safety system in place to operate appropriate safety procedures that addresses their legal duties. They must complete our pre-qualification form & be assessed prior to starting any job/tasks
- Ensuring all visitors & day contractors will be inducted onsite; have the site hazards, site rules & how to report hazards/near misses/incidents explained to them. They must always be escorted.

Training

- Providing information, training in safe work practices or supervision necessary to protect our workers from the risks relating to their work.
- Providing adequate resources & training for identification and reporting of hazards and risks existing in the workplace for all workers, and the management of those hazards and risks.

Reviews / Audits

- Health & Safety objectives are established and reviewed annually in conjunction with workers. This includes the development and practice of H&S policies, procedures & work rules. Also, regular reviews & meetings for continuous improvement of those procedures and work practices to ensure all systems and policies are current. Management not only supports; they encourage worker participation and consultation in all Health and Safety issues.
- Annual performance reviews are conducted to ensure ongoing improvement in health and safety understanding and participation.
- Providing an auditable system to clients who may be put at risk from our work.

Director:

Signature:

Date:

16.12.2025

Individual policies and procedures are available on request