

Health & Safety Strategy Statement

(COMPANY) is committed to truly engaging with our workers to ensure a consistently safe and healthy place of work and compliance with the Health & Safety at Work Act 2015 (regulations and any amendments).

Our strategy to achieve this is founded on THREE key principles:

1. Our People as the Solution, Not the Problem

- Acknowledge that our people are adaptable, skilled, and integral to the safety of the workplace.
- Empower workers to take ownership of their safety and the safety of their colleagues, ensuring that they have the tools and support including focused mindset to work safely.
- Trust our people to make safe decisions and be proactive in their safety responsibilities.
- Place workers at the centre of decision-making processes, ensuring their voices are heard and considered in all safety-related matters.

2. Focusing on the Presence of Positives in Health and Safety

- Understand the conditions for success and learn from incidents to continually improve safety practices.
- Encourage workers to challenge existing practices and innovate solutions to improve safety outcomes.
- Identify, assess, and manage critical risks to minimize potential harm.

3. Health and Safety as an Ethical Responsibility

- Ensure that our health and safety systems serve as tools to empower our workers to create a safer environment.
- Share and consider everyone's perspectives, experiences, and suggestions to build a culture of mutual respect and continuous improvement.
- Delegate authority to those performing the work, enabling them to make decisions that improve safety on the job.

We are committed to, as far as reasonably practicable, eliminating risks and maintaining a safe and healthy work environment for all workers, contractors, and visitors. We are dedicated to continuous improvement in health and safety by setting annual objectives, fostering engagement, and promoting innovation and improvements in workplace safety culture and behaviour.

We are fully committed to consulting with workers on all health and safety matters, ensuring their input is integral to decision-making. Workers will be involved in identifying and assessing hazards, and we will take a collaborative and proactive approach to eliminating or minimizing risks through changes in safe work practices. Both management and workers will actively participate in the accurate reporting, recording, and investigation of incidents to reduce the likelihood of recurrence via corrective actions and lessons learned

All workers, whether experienced or not, will be appropriately trained and/or supervised until they demonstrate competence in the tasks they perform, emergency procedures, work procedures, and job-related hazards and risks.

Ongoing health and safety support will be provided through our Health & Safety Business Partner and our electronic Health and Safety Management System.

No worker shall knowingly place themselves, their colleagues, clients, or the public in a hazardous or at-risk situation that could cause harm or property damage through action or inaction.

The Health and Safety strategy, procedures and workplace rules will be reviewed and updated annually to ensure all systems and policies are effective, relevant, and current.

Director:

Date: