

## HEALTH SAFETY & WELFARE POLICY 2017

### COMMITMENT

Johns Lyng Group recognises its moral and legal responsibilities, in particular to Workplace Health and Safety legislation, to provide and maintain, so far as is reasonably practicable, a safe and healthy work environment for employees, contractors, customers and visitors. This commitment extends to safeguarding the organisation's operations so as to not place the local community at risk of injury or illness, so far as is reasonably practicable

### OBJECTIVES

The objective of the policy is to give guidance that, so far as is reasonably practicable, each workplace shall

- Provide safe plant and systems of work
- Provide written procedures and instructions so that safe systems of work are implemented
- Maintain compliance with legislative requirements and current industry standards and/or codes of practice
- Provide employees, contractors and customers with regular information, instruction, training and supervision in regards to health and safety in the workplace
- Provide support mechanisms which will assist employees with maintaining or improving their psychological and physical health
- Provide a framework for continual improvement in health and safety performance
- Maintain a risk management approach in regards to occupational health, safety and employee welfare
- Have injury rehabilitation and claims performance that meets or exceeds company performance standards and industry benchmarks.

### RESPONSIBILITIES

Johns Lyng Group recognises that management have the overall responsibility to provide a safe workplace, so far as is reasonably practicable. Each management representative will be held accountable for implementing this policy. These responsibilities include:

- Facilitating a culture that enables continuous improvement in health and safety performance
- Providing and maintaining the workplace in a safe condition
- Having all health and safety policies and procedures effectively implemented
- Actively promoting and being involved in those policies and procedures
- Providing the resources to meet their health and safety commitment, including the provision of external resources when required.

Employees will be expected to:

- Observe all health and safety policies and procedures as they apply at the time
- Report all hazards to their supervisor in a timely manner
- Take reasonable care for their own safety and the safety all other persons on or near the worksite.
- Report any potential or suspected breaches of policies and procedures to their Supervisor or Manager

### CONSULTATION

The organisation has total commitment to encouraging consultation and co-operation between management and employees. It will formally involve elected employee health and safety representatives in any workplace change which could potentially affect the health and safety of employees in any workplace. The organisation shall also expect all contractors to implement and maintain health and safety policies of their own and to have the same commitment to the type of objectives listed on this policy

### AUTHORISATION & PUBLICATION OF POLICY

The Managing Director and Chief Operating Officer will personally sign the policy. The policy will be made available to all interested parties and can be accessed on the public internet site

### REVIEW

This document will be reviewed on an annual basis. Johns Lyng Group reserves the right to make changes to this document prior to the annual review date in accordance with legislative changes or company needs.

*This policy is signed by us so that you will be aware that we are personally committed to Workplace Health, Safety and Welfare. We expect your co-operation and compliance with this policy to ensure continuous improvement in health and safety performance and a safer working environment for all employees.*



Scott Didier AM  
CHIEF EXECUTIVE OFFICER

&



Lindsay Barber  
CHIEF OPERATING OFFICER

Date of issue 4<sup>th</sup> January 2017

Date of review 4<sup>th</sup> January 2018