

# WORK HEALTH AND SAFETY POLICY

“We focus on minimising injury or illness to employees, contractors, clients and the community. No business objective takes priority over health and safety.”

## Core principles

- It is everyone's duty to provide a safe working environment
- No task is so important or urgent that it cannot be done safely
- We work cooperatively and consult with relevant stakeholders on matters that affect health and safety
- All personnel are empowered to act or intervene where there is a threat to health and safety
- We embed and maintain hazard management systems and controls into all areas of our projects and the wider business
- We ensure that controls are effective and efficient in both design and operation.

## To achieve these principles we ...

- ensure that we comply with all relevant legislation, codes of practice, and Australian and industry standards
- develop and foster a culture of caring for the health, safety and wellbeing of others
- foster a learning culture that values ongoing consultation, communication, participation and engagement with all personnel about WHS
- continually improve our performance and systems through the Plan–Do–Review process
- proactively pursue the identification of all hazards, both physical and psychosocial, and manage the risk to ensure it is as low as reasonably practicable
- through leadership commitment, promote conversations about unsafe acts and behaviours, and support workers to share or intervene when they feel something is unsafe
- provide our leaders and team members with relevant education and training to improve their awareness, knowledge and practices
- encourage our suppliers and subcontractors to operate with the same commitment
- maintain occupational health and safety management system certification.
- maintain Australian Government Building and Construction WHS accreditation.

---

## Leadership commitment

I am committed to ensuring that this policy is communicated, understood, accepted and successfully implemented.



Andrew Millar  
MANAGING DIRECTOR