



WESTERN
ENVIRONMENTAL

OCCUPATIONAL HEALTH AND SAFETY POLICY

Western Environmental Pty Ltd (WEPL) recognises its responsibility with respect to Occupational Health and Safety (OHS) and is committed to the highest level of performance in this regard. Our priority is to create and maintain a safe and healthy work environment in which our employees, including sub-contractors, are not exposed to hazards. Our OHS system is systematically reviewed and improved in accordance with best practice.

Our OHS goals are to:

- Ensure OHS is always a part of our workplace culture; it is critical to our reputation, our success and the provision of an optimal work environment for all our staff.
- Comply with all statutory requirements, codes, standards and guidelines.
- Establish OHS objectives and targets with the aim of eliminating lost time injuries, occupational illnesses and work related incidents.
- Define and communicate roles and responsibilities for OHS.

In order to meet these goals we will adopt the following strategies:

- Ensure OHS management principles are included in all organisational planning activities.
- Provide ongoing education and training to employees to establish and maintain competency.
- Consult with and involve employees with regard to OHS decision making.
- Ensure incidents are investigated and lessons are learned within the organisation.
- Commit to transparency with respect to OHS information, including this policy.
- Provide adequate resourcing to ensure OHS is considered in all work.

- Set performance targets and embrace opportunities to advance OHS within the company.
- Commit to providing appropriate management of workplace injuries by assisting injured workers to remain at work or return to work as soon as medically appropriate.

It is expected that employees will apply due care and diligence in all aspects of their work to ensure we meet our objectives for a safe and healthy workplace. Employees must take reasonable care for their own safety and health, avoiding behaviour that might harm the safety or health of others. All employees have the right to refuse work if they have reasonable grounds to believe there is an immediate risk of serious injury or harm to themselves or others in the workplaces.

This policy shall be communicated to all employees and interested parties. The Health, Safety & Environment Manager along with representatives of company management will ensure the application and periodic review of this policy occurs in accordance with WEPL's Quality Management System to ensure it remains appropriate to our operations.

James Gibson
Managing Director, Western Environmental Pty Ltd
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