

OH&S Policy

We are committed to maintaining safe and healthy workplace practices to ensure that neither our Employees at work or anyone else in the vicinity of the workplace is harmed due to our work activities. Our goal is to try to eliminate all injuries, accidents, and incidents from the workplace as this will benefit everyone involved. Where injury has occurred, we will work with the injured party to ensure, where possible, an earliest practicable and safe return to work. We will make safety a priority in all of our workplaces, and we will require active participation from both Management and Employees to achieve this. Managers and Supervisors will be the role models and leaders in this process. Groundfix is committed to:

1. Systematically identify and control hazards in our workplace and ensure our Employees have the right plant, tools, skills, and information to work safely.
2. Involving our Employees in the development and review of any H&S processes or activities that will benefit them.
3. Inducting new Employees, temps, and subcontractors to ensure they understand our safety procedures and policies and their own obligations to be safe.
4. Training and supervising our Employees and temps to ensure they develop the competency to work both safely and efficiently.
5. Supervising our sub-contractors as necessary to ensure they use safe work practices.
6. Monitoring our workplace to ensure our planned controls are effective and lead to a safer working environment.
7. Accurately record all incidents involving injury/harm, damage or near-miss, occurring in our workplace and investigate them with the goal of preventing recurrence.
8. Supporting a safe return to work for injured Employees where possible.
9. Developing and implementing procedures for emergencies and evacuation.
10. Maintaining all plant, and equipment to ensure it is safe to use.
11. Providing Employees with PPE appropriate to their needs.
12. Expecting all Managers and Supervisors to ensure our H&S system functions well.
13. Expecting Employees and sub-contractors to take responsibility for their own safety and the well-being of others that could be affected while at work.
14. Periodically reviewing our H&S systems as part of our goal of Continuous Improvement and to establish measurable objectives and targets.
15. Implementing and disseminating the OH&S Policy through clear communication, active involvement and participation of employees and people working for and on behalf of the organisation.
16. Preserving the health and safety of the site and its neighbourhood.
17. Making this policy available to the public.
18. Following safe work practices and continually improving the effectiveness of the system.
19. Eliminating hazards and reducing OH&S risks using hazard identification and risk assessment exercises.
20. Complying with all applicable legal and any other requirements, and take additional measures as considered necessary.

Our policy will always be to comply with the provisions of the Health and Safety at Work Act 2015 (HSWA) and all appropriate and relevant Codes of Practice, Standards and Guidelines applying to our business.

Top Management	Date
 BOURKE Simon	18.01/2022
 WILSON Justin	18/01/2022

