

OCCUPATIONAL HEALTH & SAFETY POLICY

***DEFINITION:** Occupational Health and Safety (OHS) also commonly referred to as Occupational Safety and Health (OSH) or workplace health and safety (WHS) is an area concerned with the safety, health and welfare of people engaged in work or employment. The goals of occupational safety and health programs include the foster of a safe and healthy work environment. OHS may also protect co-workers, family members, employers, customers, and many others who might be affected by the workplace environment.*

OBLIGATION

Smith Earthmoving recognises its moral and legal responsibility to provide a safe and healthy work environment for employees, contractors, customers and visitors. This commitment extends to ensuring that the Company's operations do not place the local community at risk of injury, illness or property damage.

SMITH EARTHMOVING MANAGEMENT IS COMMITTED TO

- Reviewing the policy annually to ensure that it is effective and relevant to the Company's current operations
- Providing safe plant, equipment and systems of work by documenting, implementing, maintaining and communicating all safe work method statements, safe work/operating procedures, information and codes of practice to all employees, contractors and stakeholders
- Ensuring that all premises occupied by Smith Earthmoving are safe and without risk to health of any person entering the premises
- Providing and communicating with all employees written procedures and instructions to ensure safe systems of work and reviewing these periodically to ensure that they are effective and relevant to the business carried out
- Establishing measureable goals and objectives to ensure continued improvement at elimination of work related injuries and illness
- Ensuring compliance of all procedures, work practices and instructions with OHS legislative requirements, Industry Code of Practices and current Industry Standards
- Providing information, instruction, training and supervision to employees, contractors and customers to ensure their safety at all times
- Providing support and assistance to employees and contractors

Smith Earthmoving is committed to a culture where all management and employees believe and actively participate towards an injury and incident free work place. Smith Earthmoving firmly believes in a 'Safety is Everyone's Business' attitude and expects a similar attitude from all employees and contractors.

EMPLOYEES AND CONTRACTORS OBLIGATIONS ARE TO:

- Follow all health and safety policies and procedures
- Report all known or observed hazards or incidences including near misses to their immediate Supervisor or Manager

APPLICATION OF THIS POLICY

This policy is applicable to Smith Earthmoving and subsidiary companies in all its operations and functions including those situations where employees are required to work offsite.

CONSULTATION

Smith Earthmoving is committed to consultation and cooperation between management and employees. The Company will consult with employees and contractors in any workplace change that will affect the health and safety of any of its personnel via tool box/take five talks and management meetings.

Authorised by:

Wayne Smith
Director/CEO
10 January 2016