

## HEALTH AND SAFETY POLICY

APH Contractors Pty Ltd is committed to the provision of the health, safety and welfare of all persons (including directors, staff, subcontractors, clients and the public) at its workplaces, including worksites, and acknowledges that Occupational Health and Safety (OH&S) is a critical component of our business and management activities.

Our commitment is based on the principal of controlling risks to a level which is considered reasonable practicable in order to meet the legal obligations under State legislation, regulations and codes of practice.

Through the Quality Management System (QMS), APH Contractors will formalise systems to work and define responsibilities of managers and staff. The QMS and this policy guarantee that the attitude of the company with regard to health and safety is clearly indicated and ensures the health, safety and welfare of all persons by facilitating:

- Compliance with all applicable legislation and regulations;
- Adoption of “best practice” approach to OH&S; and
- Integration of health and safety into all aspects of APH Contractors’ business.

In order to maintain a safe and healthy workplace, APH Contractors will:

- Seek to ensure its facilities operate to the highest standards to protect directors, staff, subcontractors, visitors and the public;
- Provide safe systems of work developed in consultation with staff taking into account the hazards identified and implementing risk minimization controls;
- Provide appropriate training, information, inductions and supervision on systems to all who work in its business activities so that they are able to comply in a responsible and lawful manner;
- Seek to improve, develop and enhance new programs and procedures to actively increase the OH&S outcomes within the QMS system;
- Ensure the reporting and investigation of injuries, illness, incidents and near misses is conducted in a consultative manner to prevent recurrence;
- Measure and evaluate OH&S performance by regular monitoring audits and inspections of compliance with APH Contractors’ policies and legal obligations.
- Consult with staff and encourage initiatives that contribute to a safer and improved working environment; and
- Regularly review the OH&S components of the Quality Management System to ensure its appropriateness and effectiveness in managing systems of work and OH&S responsibilities.

All staff has strict obligations and responsibilities under this policy to put safety first, to work safely and to report unsafe work practices or situations to their manager or supervisor. The Managing Director strongly endorses this policy and will regard breaches of it very seriously.

A handwritten signature in black ink, appearing to read 'Frank Kenny', is positioned above the printed name and title.

Frank Kenny  
**Managing Director**  
**01/07/2018**