



POLICY STATEMENT

Occupational Health and Safety

Baru Group recognises its legal, moral, health and safety obligations, and is committed to providing a safe and healthy work environment for all employees, contractors and suppliers.

Baru Group strives to be a **'zero harm'** business and has a philosophy that all work-related injuries, illnesses and diseases are preventable.

In order to ensure Baru group continuously improves its safety culture, a focus on people, process and systems are paramount. Baru Group will:

- Develop and support a culture that embraces wellbeing, health and safety as priorities.
- Maintain current knowledge of and comply with all OHS legislation, client requirements and industry best practices.
- Maintain and continuously improve an integrated management system to comply with the OHSAS18001 and AS/NZS 4801 standards, monitor amendments and update our systems accordingly, and provide our employees, contractors, suppliers and other interested parties with access to current legislation.
- Continuously improve OHS performance by setting, measuring and reviewing OHS objectives and targets and implementation of improvement plans.
- Prevent and minimise injury and/or illness by identifying workplace hazards, assessing risks and designing and implementing effective controls.
- Actively promote and implement OHS procedures.
- Provide employees, contractors, suppliers and other interested parties with standard operating procedures, instruction, training and supervision to enhance knowledge and to ensure their safety.
- Include employees in the consultation and decision-making processes that impact workplace health and safety.
- Provide and appropriate rehabilitation and return to work program for injured or ill employees.

Baru Group recognises that management will drive the OHS culture and are accountable for managing OHS performance in the business.

All employees, contractors, subcontractors and suppliers are responsible for their personal safety by:

- Working consistently in a safe manner
- Adhering to all OHS procedures and regulations
- Stopping any unsafe act or work in an unsafe condition
- Being attentive to the health and safety of others
- Reporting all workplace accidents, incidents and hazards as soon as reasonably practical
- Participating in safety meetings, inductions and training programs

Anne Tallon
Director

HSEQ-POLS-003

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