

OCCUPATIONAL HEALTH & SAFETY POLICY

Management and staff at Everett-Smith and Co are committed to providing safe and healthy working conditions for the prevention of work-related injuries and ill health, for all employees, contractors and other relevant interested parties involved with our business. We are committed to eliminating hazards and reducing OH&S risks, through the implementation and continual improvement of the company's Occupational Health and Safety Management System.

Occupational Health & Safety Objectives

Management and staff at Everett-Smith and Co are committed and will strive to:

- Prevent and eliminate work related injuries and illnesses
- Identify, assess and control workplace hazards and risks to provide a healthy and safe workplace
- Develop procedures, processes and instructions to ensure safe systems of work are implemented and maintained

As part of the company's systems and processes management are committed to:

- Ensure consultation and participation of workers, and where they exist worker's representatives, in regard to this policy, processes, procedures and activities related to the company's Occupational Health and Safety Management System
- Ensure that this policy is retained as documented information, and available to interested parties
- Define and meet objectives, by documenting and monitoring measurable occupational health and safety objectives and targets to ensure the prevention of work-related injuries and ill health
- Conduct regular management review meetings to ensure the company's Occupational Health and Safety Management System is reviewed and controlled appropriately
- Report, investigate and apply corrective actions to all workplace incidents
- Evaluate and fulfil all legal and other requirements applicable to the company
- Continually monitor and improve our health and safety performance and the effectiveness of our Occupational Health and Safety Management System
- Conduct Occupational Health and Safety audits of key processes within the business as part of our Continual Improvement Process
- Ensure our Occupational Health and Safety Management System is conformant and certified to ISO 45001:2018 Occupational health and safety management systems
- Review this policy annually

The Managing Director is ultimately responsible for OSH management and compliance. All managers, supervisors and contractors are accountable for OSH performance in their areas. They will implement effective Safety Management Plans designed to achieve the aim of this policy. All personnel, including contractors and suppliers shall, where applicable, participate in this process.

Employees are responsible for actively participating in Everett-Smith OSH management system requirements, which includes working in a safe and healthy manner, participating in OSH training, complying with OSH related procedures, instructions and directions, not adversely affecting the safety of fellow employees, contractors and visitors and reporting to management any hazard, incident or safety issue.



Rod Smith
Managing Director

30th July 20

Date