

1.3.2 WORKPLACE HEALTH AND SAFETY POLICY

The Stratum Civil is committed to protecting the health and safety of all its workers, as injury and illness is needless, costly and preventable. The company is committed to the elimination of injury in the workplace both on site and for everyone using the premises as a place of work or visiting on business.

Management will:

- Consult with workers regarding the implementation of practices and systems that will ensure the health and safety of workers. Worker participation at all levels is essential for ensuring a healthy and safe workplace.
- Set health and safety objectives and performance criteria for all work areas;
- Annually review health and safety objectives and our performance;
- Encourage accurate and timely reporting and recording of all incidents and injuries;
- Identify all existing and new hazards and take all practicable steps to eliminate or minimise the exposure to any hazards;
- Ensure that all employees are made aware of the hazards in their work areas and are adequately trained so they can carry out their duties in a safe manner;
- Actively encourage the early reporting of any pain or discomfort and participation in the hazard identification and treatment process;
- Investigate all reported incidents and injuries to identify all contributing factors and, where appropriate, formulate plans for corrective action;
- Provide treatment and rehabilitation plans that ensure a safe, early and durable return to work;
- Enable employees to elect health and safety representatives;
- Ensure that all contractors and subcontractors are actively managing health and safety for themselves and their employees;
- Ensure the continual improvement of the effectiveness of the management system including annual reviews of policies and procedures;
- Meet legal obligations as specified in the legislation, codes of practice and any relevant standards or guidelines.

Every Manager, Supervisor or Employee is accountable to the MD for the health and safety of employees working under their direction.

Each employee is expected to help maintain a safe and healthy workplace through:

- Share in the commitment to health and safety;
- Following all safe work procedures, rules and instructions;
- Properly using all safety equipment and clothing provided;
- Reporting early any pain or discomfort;
- Taking an active role in their own safety and the safety of others;
- Reporting all incidents, injuries and hazards to the appropriate person.

This policy and associated procedures will be reviewed in consultation with relevant parties and when any changes or amendments to the relevant legislation and/or every twelve (12) calendar months from the date promulgated.



Tim Cowling
Managing Director
on behalf of Stratum Civil Ltd

Date: 01/01/2025