

# Workplace H&S Policy

## WHITEHOUSE GROUP QLD PTY LTD

### Workplace Health & Safety Policy:

WGQ's workers shall be provided with a safe and healthy place in which to work, in so far as is reasonably practicable, and our work practices will not compromise the health or safety of other personnel present in the workplace—for example: contractors, visitors or other non-WGQ employees.

To achieve this WHS Policy, management will make every reasonable effort in the areas of hazard identification, risk assessment and control, as well as health preservation and promotion. These aspects of working conditions will be given top priority in WGQ plans, procedures, projects and job instructions.

In conjunction with this policy, a series of procedures and rules on specific individual health and safety matters will be prepared, consulted on and implemented.

### Workplace Health & Safety Objectives:

WGQ's WHS objectives are to, so far as is reasonably practicable:

- comply with all relevant statutory and regulatory requirements, codes of practice, state/territory authorities, and the AS 4801:2001 WHS Standard;
- include WHS and risk management principles in all stages of a project;
- ensure the systematic identification, assessment, and management of WHS hazards and associated risks;
- consult with, and involve our employees, sub-consultants and key interested parties in ways to reduce workplace hazards and to improve decision-making on WHS matters and our WHS systems;
- allocate suitable resources in order to comply with relevant statutory and regulatory obligations, advisory standards and industry standards - providing adequate resources to ensure work health safety is a central part of the organisation;
- promote and ensure open, honest, effective and timely WHS communication, consultation and coordination with project stakeholders;
- define and communicate roles and responsibilities for WHS;
- communicate WHS expectations and provide ongoing WHS education and training to employees, providing information, instruction and training for staff to increase personal understanding of workplace hazards and to ensure proper risk management and appropriate supervision;
- distribute WHS information, including this policy, to all employees and interested parties, ensuring that the WHS Policy is communicated to all employees, contractors and other site workers involved in WGQ projects;
- confirm that all employees are competent and sufficiently knowledgeable in WHS to perform their duties, for which they are employed, in a safe and productive manner;
- ensure incidents are reported and investigated, and lessons are learnt within the organisation;
- take prompt action when WHS deficiencies are identified;
- ensure effective injury management and rehabilitation is provided to employees, when necessary;
- set short and long-term WHS performance targets for the business, our teams and individuals as part of the Integrated Management System, with the aim of measuring and reviewing WHS performance and for continual improvement in WHS management; and
- regularly audit, review and report on health and safety performance, and where required take actions to ensure WHS Objectives and performance targets are met; and
- communicate this policy to employees, subcontractors and the general public by displaying it and including it in our induction processes.

### Our Commitment:

WGQ is committed to effective consultation and engagement with workers on work health and safety matters. We recognize that there are times that we share a primary duty of care with other duty holders in regards to our workers and therefore we are committed to consult, cooperate and coordinate activities with other duty holders to produce the required health and safety outcomes.

Senior Management are committed to the communication, enthusiastic promotion and implementation of this WHS Policy. All staff are encouraged to strive to achieve quality outcomes in accordance with this policy.