



## OH&S POLICY

Codmah Pty Ltd is committed to providing and maintaining safe and healthy working environments for its employees, contractors and visitors to the company's business operations and those that may be affected by our work.

The development and implementation of an integrated OH&S Management System in accordance with AS/NZS4801:2001 is a key step towards achieving this goal through identification, control and management of occupational health and safety risks and impacts.

In demonstrating management's duty of care, we recognize that people are our most important asset and as a result we will make every reasonable effort to provide a working environment that minimizes incidents of risk or personal injury, ill health or damage to property.

### The objectives of this Policy are:

- To comply with relevant legislation, acts, regulations and standards for the protection of all stakeholders.
- Incorporate project specific OH&S requirements to enhance our OH&S Management System in order to prevent deficiencies and satisfy our Client's organization goals.
- To provide a risk management approach through the identification, management, elimination or control of risks and hazards to the health and safety of all stakeholders.
- Monitor and evaluate risks and controls against KPI's
- Providing safe plant and equipment and systems of work.
- Provide effective injury management and rehabilitation for all employees
- Promote a safe working culture where employees and stakeholders are encouraged to actively participate in health and safety decisions that affect them.
- Ensuring open and honest communication and consultation processes exist between all stakeholders.
- Encourage reporting of accidents and near hits in order to implement risk assessments and appropriate risk controls.

### Procedure:

- The Systems and Human Resources Managers, together with relevant employees are responsible for providing a framework of applicable policies and procedures to insure compliance with legislation and provide measures to control hazards and risks to health and safety.
- Senior Management Team assesses OH&S risks and hazards and clients considerations prior to project commencement.
- The Construction Manager is responsible for setting measurable objectives to be reviewed and evaluated at Senior Management Team meetings.
- The Construction Manager and Project Managers are responsible for providing opportunities during tool box talks for exchange of information on work related issues.
- The Senior Management team is responsible for providing the appropriate induction and ongoing training and development of employees, supervisors and contractors.



**Codmah Pty. Ltd.**  
ABN 19 051 474 983

- The Logistics Manager, together with relevant employees is responsible for the maintenance of the Master Asset Register and ensuring all plant and equipment are maintained.
- The Return to Work Coordinator is responsible for coordinating Injury Management and Return to Work Plans.
- The Senior Management Team is responsible for collating OH&S KPI data to provide relevant reports and audit results.

Therefore in the interest of maintaining safety, Codmah Pty Ltd management and employees, contractors and their employees, visitors and customers are all required to observe and comply with all health and safety standards and regulations produced. This includes any safety signage or warnings, or instructions given by the authorized Codmah Pty Ltd employee whilst on our premises or work sites.

This policy will be reviewed for compliance and effectiveness of OH&S key objectives on a regular basis so proactively demonstrating that the company is 100% committed to the continual improvement of OH&S performance and the elimination of work place related injuries and illness.

John Martagh

General Manager

Barbara Atkinson

Human Resources Manager