



QUALITY, HEALTH SAFETY & ENVIRONMENT 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. We place a high emphasis on effective WHS & Environmental management and are committed to regulation, monitoring and continual improvement and encourage our employees and sub-contractors to maintain a high standard of performance.

The development and implementation of an integrated Quality, Environment and OH&S management system in accordance with ISO9001:2008, ISO14001:2004 and AS/NZS 4801:2001 is a key step towards achieving this goal through the control and management of 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 personal injury, ill health or damage to property and the environment. By implementing the following objectives Codmah aim to provide a level of service that offers the best value to our Clients, and as a consequence, enables us to gain market share and improved profitability.

The objectives of this Policy are:

- To comply with relevant legislation, acts, regulations, standards and Codes of Practice for the protection of all stakeholders;
- Accurately identify our Clients' needs and submit proposals that truly reflect those needs;
- Apply effective project management and incorporate project specific Health, Safety & Environmental requirements to enhance our Integrated 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;
- Promote a safe working culture where employees and stakeholders are encouraged to actively participate in health and safety decisions that affect them;
- Provide effective injury management and rehabilitation for all employees;
- 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;
- To ensure that all Codmah Pty Ltd employees and sub-contractors are aware of their responsibilities and obligations and are adequately trained with the necessary skills;
- To provide suitable personnel, plant, equipment, materials and systems of work in order to implement an effective management system in all our operations;
- To establish and maintain appropriate emergency response plans;
- Monitor and evaluate risks and controls against set performance objectives and targets to be reviewed quarterly and monitor, measure and evaluate in accordance with COD-SOP-014 Monitoring and Measuring Procedure.
- Manage direct and indirect Environmental aspects and associated risks.



Procedure:

- The HR/Systems Managers, together with Senior Management 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, safety and the environment.
- Senior Management Team assesses WHS&E risks and hazards and clients considerations prior to project commencement.
- The Senior Management Team is responsible for setting measurable objectives to be reviewed and evaluated at Quarterly 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.
- 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 HS/Systems Manager is responsible for collating WHS&E KPI data to provide relevant reports and audit results.
- The Senior Management Team is responsible for measuring key objectives through monthly consolidated performance reports and reviewing at Quarterly Management Team meetings, so proactively demonstrating our commitment to the continual improvement of performance.
- The HR/Systems Manager conducts periodic audits of Codmah Pty Ltd facilities and sites, developing and implementing action plans to correct potential deficiencies in a timely manner.
- The Senior Management Team ensures minimum environmental impact during operations and subsequent disposal and recycling by reducing material usage and waste wherever possible and practical.
- Communicate this policy to employees, our subcontractors and clients and to publically displaying it at site noticeboards and including it in the induction process.

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, safety and environmental standards and regulations produced. This includes any safety signage or warnings, or instructions given by the authorised Codmah Pty Ltd employee whilst on our premises or work sites.

This policy will be reviewed for compliance and effectiveness of WHS&E key objectives on a regular basis so proactively demonstrating that the company is 100% committed to the continual improvement of its performance.

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General Manager

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HR/Systems Manager