

# Workplace Health and Safety Policy

Coates Civil Pty Ltd is committed to protecting the health and safety of all persons in the workplace including workers and other visitors. Coates Civil Pty Ltd demonstrates this commitment through its health and safety management system that is integrated with all organisational activities related to products, services and people.

Coates Civil Pty Ltd, workers and visitors have a duty of care including; the responsibility to work safely, to take all reasonable care for their own health and safety, and to consider the health and safety of other people who may be affected by their actions.

Coates Civil Pty Ltd will take all reasonable and practical steps to improve work safety conditions and will strive to uphold its core values of safety, knowledge, integrity and leadership in order to achieve its goal of zero harm. Coates Civil Pty Ltd is committed to:

- Complying with all applicable health and safety laws, regulations, standards and other requirements.
- Providing safe plant and equipment, for controlled work.
- Implementing risk and hazard management systems which are; relevant and suitable for the organisation's risk exposure as well as identify, promote and continuously improve health and safety performance.
- Ensuring all supervisor and managers remain directly responsible and accountable for the health, safety and welfare of their workers and provide adequate resources to assist supervisor/managers in this cause.
- Provision of appropriate Health and Safety Training to all relevant persons.
- Maintaining relevant policies, procedures, systems, information, training, recognition programs, and organisational structures to support and communicate effective health and safety practices within Coates Civil Pty Ltd.
- Utilising appropriate internal and/or external expertise when required in all related activities.
- Establishing clear objectives and targets on a biennial basis to improve health and safety in the workplace.
- Effectively disseminating health and safety information to all workers as part of a consultative process including emails, website and toolbox meetings.
- Maintaining a positive safety culture through encouraging active participation, consultation and cooperation of all employees, contractors and visitors in promoting and developing measures to improve health and safety at work.
- Actively responding to and investigating all incidents, and ensuring injured workers are returned to suitable work at the earliest possible opportunity through equitable claims management and rehabilitation practices.

To achieve the above, we will provide the necessary resources, skills and training to assist all stakeholders to work in accordance with our management system developed in accordance with AS/NZS 4801.

Authorised by:



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Managing Director

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