

## 1. General Statement of Policy

Management of the High Impact Solutions Group (HISG) is committed to ensuring, so far as is reasonably practicable, that all employees are safe from injury and risk to health while they are at work.

The Responsible Officer of HISG recognises that the health, safety and welfare of employees is of primary importance, and ranks it equally with all other financial and operational considerations.

As Responsible Officer, the accountability for employee occupational health, safety and legal compliance rests with the Managing Director of HISG.

It is the responsibility of each HISG site/location manager to ensure that this policy is available, communicated and adhered to by all interested parties.

## 2. Occupational Health and Safety Responsibilities

The promotion and maintenance of occupational health and safety is primarily the responsibility of management. Management at all levels is required to take various measures to ensure the health and safety of all persons in the workplace. However, although the primary responsibility for mitigating the hazards at work rests with the employers, employees have a responsibility to take reasonable care of their own acts and/or omissions.

To ensure that safe standards are reached by all concerned, management attaches priority to promoting consultation with all parties (employees, OHS committee, management, supervisors, suppliers and contractors) and designing programs for the prevention of occupational injuries and diseases, rather than the accommodation of hazards. The primary element of all HISG Occupational Health and Safety programs will be prevention.

## 3. Policy Objectives

Through the implementation of the HISG Safety Management System and the enforcement of this Policy, HISG aims to ensure, so far as is reasonably practicable, that all employees are safe from injury and risk to health and safety while at work in line with ISO45001:2018. This will be achieved by striving to continually improve our health and safety systems and practices, and by comparing those against industry standards.

In order to implement the general provisions of this policy HISG will provide so far as is reasonably practicable the following:

- A safe workplace and a safe and healthy working environment.
- Safe systems of work.
- Machinery, equipment and substances in a safe condition.
- Information, instruction, training and supervision necessary to ensure that each employee is protected from injury and risks to health.

- Effective consultation with employees on all issues which may affect health and safety at work.
- Effective injury and illness reporting, recording and investigation and effective rehabilitation measures for employees who suffer work-related injuries and illness.
- Regular auditing and inspections.
- Appropriate employee induction program.
- Right to refuse unsafe work.
- Hazard assessment and control.

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**Approved By:** Murray McLean; Managing Director, High Impact Solutions Group

**Signed:** 

**Date:** 6 July 2021