

Workplace Health and Safety Policy

Belso Group places the highest priority and commitment to providing a safe and healthy workplace and environment for all employees, subcontractors, clients and members of the public.

We are committed to providing a work environment where the health and safety of its employees, contractors, visitors, client representatives and the general public are a priority. Belso Group is committed to effective implementation of the OHS Management System in accordance with AS/NZS 4801 Standard.

The Belso Group Management team are committed to ensuring that the OHS Management System is continually reviewed and improved, resulting in ongoing effort to eliminate workplace illness and injury. This will be achieved by:

- Complying with relevant WHS state and national legislations as well as other requirements (acts, standards, regulations, codes of practice, compliance codes) that are pertinent to Belso Groups activities and as an integral part of the continual improvement process.
- Ensuring appropriate information, instruction, supervision, communication, induction and training are provided to subcontractors and staff prior to commencement of work. Ensuring all employees and contractors are aware of these resources and participate proactively in the above.
- Establishing, reviewing and communicating Belso Group's safety objectives and targets that are measurable to all levels in the organization. The objectives are monitored on an ongoing basis during the management meetings, and reviewed during the management review meetings.
- Focusing on ongoing improvement in the areas of safety education, accident prevention, hazard control, injury prevention, rehabilitation and health preservation.
- Identifying and reducing the risks of all types of work activities that have the potential to produce personal injury or occupational illness. Staff and contractors are encouraged to report all workplace hazards, incidents and accidents to the *Project Manager/Administrator*.
- Involving individuals in occupational health and safety matters and consulting with them on ways to recognise, evaluate and control workplace hazards.
- Ensuring that staff, visitors and contractors comply with appropriate standards and workplace directions to protect their own and others health and safety at work.
- Providing adequate systems and resources to effectively manage rehabilitation and return to work processes.

This policy is communicated to all staff, subcontractors and visitors (where required) through inductions and training and is reviewed during planned management review meetings. It is also made available to interested parties on request.



Richard Bolton (Director)
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Health & Safety
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