

# Workplace Health & Safety

## Scope

HLG Australia Limited is committed to the protection of the health and safety of all people involved in its activities. HLG Australia aspires to provide the highest standard of work health and safety, the provision of safe workplaces and facilities, the elimination of injury, loss, and damage, and to conduct all of its operations in accordance with relevant legislation

The health and safety of people involved in HLG Australia's activities are of fundamental importance to the Group and our performance in this area will be regarded as a key measure of our total performance.

## Objective

Work health and safety is the individual and shared responsibility of all personnel:

- Management must ensure that work is carried out in a manner such that people involved in or affected by HLG Australia's activities are not exposed to hazard or risk or, if hazards and risks are unavoidable, that such risks are minimised so far as is reasonably practicable, by the provision of:
  - safe systems of work;
  - safe plant and structures and maintenance of such; and
  - systems for the safe handling of structures, plant, and substances.
- Workers must not conduct work which is unsafe.
- Workers including employees and contractors of HLG Australia must ensure that all reasonable care is taken so as not to endanger themselves, any of their personnel or other persons at the workplace.
- Appropriate education, training, and supervision are central to HLG Australia's program and commitment to work health and safety.

HLG Australia is committed to meeting the objectives set under its annual safety plan. These objectives shall be met by:

- Workers accepting work health and safety as an individual responsibility and as a pre-requisite in the planning of all activities.
- Open communication and consultation at all levels within HLG Australia, and with other duty holders.
- Training and supervision at all levels.
- Provision of adequate resources for the management of work health and safety processes and objectives.

- Acceptance of responsibilities at all levels.
- Monitoring accountability at all levels. The safety and health of workers is a primary concern. In the event of an injury or illness, HLG Australia has established processes to support employees in their recovery, rehabilitation, and to return to work as soon as practicable. HLG Australia is committed to supporting the recovery, rehabilitation, and return to work for all injured or ill workers by encouraging similar commitments from our contractors.

HLG Australia's work health and safety practices will be continually reviewed and improved so as to ensure HLG Australia strives to become, and remain, an organisation recognised for health and safety excellence.

*Luis De Sousa*

**Luis De Sousa**  
Managing Director

#### **Policy Information**

**Responsibility:** Managing Director

**Date Created:** 5 September 2017

**Date Last Reviewed:** 18 September 2019