Health, Safety and Environment Policy

Purpose

To outline The Omah Group's commitment to a safe, healthy workplace and protecting the environment as well as establishing responsibilities for pro-actively managing risks and preventing work-related injuries, illnesses and adverse environmental impacts for all team members that work in businesses within the Omah Group.

Definition

The Omah Group is firmly committed to providing a safe and healthy work environment for all team members contractors, sub-contractors and visitors to our sites by complying with relevant health and safety legislation, standards, and codes of practice. This is achieved by taking a participatory approach with a pro-active and continuous improvement mindset in the prevention of accidents and injuries, the management of risks and in achieving an environmentally sustainable business.

We believe in the principles of prevention, protection, awareness, promotion and participation. We take an integrated approach to the protection and wellbeing of our team members and the environment and are committed to providing every opportunity for our team members to be safe, healthy and well by:

- Creating simplistic, yet robust, systems of work, designed to engage team members.
- Empowering our people to have their say, encouraging conversations and tools of communication through all levels of our companies.
- Educating our people on the risks of their work and the potential impact their activities have on themselves, others and the environment.
- Implementing programmes and initiatives to promote a healthy lifestyle, including maintaining a work and life balance environment.
- Choosing sustainable business practices where possible thereby preventing any damage to the environment that could be caused by our operations.
- Strive to continually improve our efficient use of materials and resources throughout our facilities and sites, including water, electricity, raw materials and other resources, particularly those that are non-renewable.
- Working collaboratively with clients, contractors and government agencies to achieve joint health and safety and environmental policies
- Reduce waste through re-use and recycling and by purchasing recycled, recyclable or re-furbished products and materials where these alternatives are available, economical and suitable

The Omah Group will systematically identify and control all hazards and risks to our team members and the environment. Where there are significant hazards, we will take all practicable steps to eliminate the hazard, isolate the hazard or minimise the hazard. Where the hazards may only be minimised, we will ensure the appropriate personal protective equipment is provided and used by all relevant team members. New or identified hazards are incorporated into the Hazard Register which is then communicated to team members.

The Omah Group will provide all of the necessary information, training and supervision required to achieve a safe and healthy environment. Internal and external Health and Safety training providers will have the necessary knowledge, skills and qualifications to provide the specific training.

Actions and Responsibilities

The following areas of responsibility are essential to ensure the successful implementation of this policy.

Senior Managers:

Have key responsibilities for developing, implementing and improving the Omah Group's Health and Safety Management system as a part of day to day operations. These include the following:

- Demonstrating continuous improvement through a systematic approach to health, safety and environment matters that includes reviewing and evaluating health and safety initiatives, setting specific strategic goals and objectives, systems and programs in partnership with managers and other relevant team members.
- Providing leadership and direction in matters of health and safety and demonstrating a commitment to continually improving health and safety performance.
- Providing opportunities for team members to have their say about health and safety matters and keeping team members informed about any outcomes.
- Establishing and achieving overall health and safety goals and objectives as part of the business plans for their areas of responsibility.
- Appointing and supporting Health and Safety worker representatives in the Omah Group Health and Safety Committee. To work in conjunction with this committee to ensure relevant information is shared and that they are supported and consulted in deploying the Health and Safety initiatives and comply with current company policies, legislative requirements and relevant standards.
- Demonstrating commitment to complying with legislation, regulations, codes of practice and safe operating procedures relevant to our workplace.

Managers

All Managers and others in positions of responsibility share accountability for managing health and safety within their areas of control. They are responsible for providing and maintaining a safe and healthy work environment by:

- Establishing and enforcing safe methods, safe equipment and safe practice at all times.
- Determining the required level of competency for team members and providing effective training as appropriate, especially during the Induction process.
- Maintain an accurate recording, reporting and investigation of incidents and injuries.
- Actively encouraging the early reporting of any pain or discomfort and to encourage the accurate reporting of 'near miss' incidents from all team members.
- Supporting the Omah Group Return to Work program for any team members who have been off work for personal and/or work-related incidents.
- Being trained in the hazard identification process and encouraging all team members to be involved in the hazard identification process and implementing the hazard management process.
- Developing team member commitment to achieving excellent health and safety standards including measurable health and safety objectives, where appropriate.
- Allocating the necessary human and financial resources to achieve the business health and safety goals.
- Regularly reviewing and communicating the Health and Safety policy and procedures and holding team members responsible for supporting the policy and related procedures including taking appropriate actions in the event of unacceptable performance or behaviour, consistent with normal operational practice.

Health and Safety Representatives (HSR's)

Health and Safety Representatives provide worker (team member) representation in health and safety matters by:

- Consulting and engaging with and involving team members in health and safety matters and voicing any matters to Senior Managers and/or Managers.
- Complying with all HSR legislative requirements as defined in the Health and Safety at Work Act 2015 (HSWA 2015) and taking all practicable steps to provide a safe and healthy workplace.
- Requesting information related to health, safety or hazards in the workplace from the Senior Managers and/or Managers.
- Completing health and safety depot and site monitoring and inspections and providing feedback to the relevant Manager.
- Participating in Health and Safety Representative training and development as defined in the HSWA 2015.

Team members

All team members are responsible for maintaining their own safety and the safety of others in the workplace by:

- Being familiar with and abiding by all applicable health and safety policies and guidelines and relevant statuary obligations.
- Ensuring that the necessary Health and Safety training for their competency level has been completed and that they are following established procedures to ensure safe performance of a given task.
- Reporting all pain and discomfort, injuries, illness and near miss incidents to a Manager.
- Reporting hazards which may result in an injury or illness to a Manager.
- Advising colleagues when unsafe acts or conditions occur and correcting unsafe conditions when appropriate, possible and safe to do so.
- Behaving in a manner which does not endanger the health and safety of themselves, other team members and all visitors to the Omah Group work sites and depots.

Policy Review

The Omah Group will monitor and evaluate the application of this policy and has discretion to review it at any time, to reflect changes to legislation or company culture. The review will be conducted through the appropriate consultation mechanisms.