

HSEQ (IMS) POLICY

09 July 2019

Our Policy Statement

James walker Australia Pty Ltd is committed to conducting all its business activities in a responsible manner, which assures the health, safety and security of people, preservation of the environment, quality of the products/services and compliance with all applicable health, safety, environmental, security, legal, quality and regulatory requirements in countries where we operate.

Our Commitment

- **To establish, implement and maintain Integrated management systems** to the requirements of Occupational Health and Safety (ISO45001), Environmental (ISO 14001) and Quality (ISO9001);
- **To provide safe and healthy working conditions** for the prevention of work-related injury and ill health and is appropriate to the purpose , size and context of the organization and to the specific nature of its OH&S risks and OH&S opportunities;
- **To manage our environmental responsibilities that contribute to the environmental sustainability** within the defined scope appropriate to the purpose and context of the organization, including the nature, scale and environmental impacts of its activities, products and services;
- **To develop, implement, measure and review Health & safety, Environment and quality (HSEQ) objectives and targets** to ensure continual improvement of our occupational health, safety, environmental and quality performance, including the prevention of pollution;
- **To comply with all legal and statutory requirements, resource consents and approvals;**
- **Empower and support all employees and subcontractors** with the right to STOP WORK or refuse to work in situations where conditions or practices are deemed unsafe;
- **To provide appropriate resources** to enable maintenance and continuous improvement of the occupational health and safety, environmental and quality management systems
- **To monitor and review existing operations**, minimizing the risk of harm to workers, contractors and the environment
- **To consistently review new plant, equipment and processes** which will eliminate hazards, reduce the OH&S risks and impact to the environment
- **To use materials efficiently**, manage waste materials effectively, economically recycle materials and by-products where possible and to conserve all resources
- **To up-skill and involve all staff** in continual quality improvement initiatives
- **To provide information, instruction, training and supervision to all interested parties** on our occupational health and safety, environmental and quality performance, responsibilities and the importance of their individual contributions to the business



WHS Consultation Policy Statement

James Walker Australia will establish, implement and maintain consultation and participation of workers at all applicable levels and functions, and, where they exist, workers' Health & Safety representatives (HSR), in the development, planning, implementation, performance evaluation and actions for improvement of the OH&S management system.

Workplace Health & Safety Committee

A WHS Committee and/or workers Health & Safety representatives (HSR) shall be established on each site to promote health and safety in the workplace. The WHS Committee is responsible for raising specific health and safety issues that arise in relation to the employees. Employees should raise WHS issues directly with their supervisor/manager or workers health & safety representatives (HSR) and/or WHS Committee members. Where the WHS Committee and/or workers health & safety representatives (HSR) cannot resolve a WHS issue it has been agreed that an external third party will be referred to. This commitment also extends to ensuring that our operations and activities do not place the local community or environment at risk of injury, illness or damage.

How Employees Will Be Consulted About WHS

When a WHS issue is raised either by the company, employee, or other, the WHS Committee and/or representative will consult with employees and will also feedback the outcomes of WHS meetings. On smaller sites WHS may be communicated via other methods where a formal WHS committee doesn't exist e.g. toolbox or production meetings.

Employees should draw to the attention of their supervisor/manager or WHS Committee and/or representative any health and safety concerns that they have about the workplace so the issue can be promptly addressed.

Establishment of Consultation Arrangements

James Walker Australia will establish consultation arrangements in the form of a WHS workers health & safety representatives (HSR) as on each site and state within the group to meet the needs of the group and satisfy all legislative requirements.

Review of Consultation Arrangements

WHS consultation arrangements will be monitored and reviewed on an ongoing basis to ensure that consultation with all employees is effective and that all safety issues are being addressed. This will be managed by the WHS Committee.

James Walker Australia, recognizes that providing a safe and healthy workplace, together with quality services and protection of the environment, is imperative to its overall business goals. In recognizing our position in the local community, we will strive towards eliminating harm from our workplace and to our environment.



Chris Jacob
JWA Regional Director

