

Health & Safety Policy

| Policy Number | Date Approved | Date Last Amended | Status |
|---------------|---------------|-------------------|----------|
| 5-2-0 | 23/09/16 | 30/05/2019 | Endorsed |

1. INTRODUCTION

Bay Building Group recognises it's legal, ethical and moral responsibilities to prevent injury and illness. We are committed to providing safe workplaces for our staff, contractors, members of the public and our customers. Safety is considered a core value, safe behaviour is encouraged and respected across the business. Bay Building Management provide active leadership which will foster a culture where safety is considered to be a part of normal business practice. Our approach is underpinned by legislative compliance, robust systems, policies and procedures and accountability.

2. POLICY

Our commitment to health and safety shall be fulfilled by ensuring

- As a minimum requirement we will comply with the health and safety legislation in the states in which we operate.
- We understand the hazards associated with our business and seek to eliminate or reduce the risk through implementing a robust health and safety management system.
- Our people are informed of and understand their responsibilities and demonstrate commitment to safety.
- We promote meaningful health and safety consultation across the business, giving stakeholders opportunities to contribute to the decision making process.
- Our people are trained to conduct their work safely through the provision innovative and high quality training programs delivered through our training portal.
- Allocating adequate resources to maintain a safe working environment, this includes the engagement of suitably qualified subject matter experts.
- Measure and monitor the effectiveness of the health and safety management system by setting strategies, measureable objectives and targets. This will be supported by an annual management review to support continual improvement.
- We actively prevent injuries and illness to our people and provide supportive injury management programs
- We conduct quality incident investigations with the goal of identifying root causes, we operate in a no blame culture.

Kane Malherbe
Chief Executive Officer

