

PART ONE – GENERAL POLICY

POLICY STATEMENT

Gear Construction Ltd is committed to health and safety, and will take all practicable steps to provide a safe workplace for our Employees and their representatives. We will provide continuous improvement of health and safety by:

- Complying with the Health & Safety in Employment Act 1992 (HSE Act) and Health & Safety in Employment Regulations 1995 (HSE Regulations), standards and relevant codes of practice;
- Supporting the safe and early return to work of injured Employees;
- Accurately reporting and recording all workplace accidents, incidents and injuries;
- Providing adequate control of the health & safety risks arising from our work activities;
- Consulting with unions, our Employees and their representatives on matters affecting their health and safety and encouraging their participation;
- Providing and maintaining safe plant and equipment and safe systems of work;
- Supplying information, instruction and supervision for Employees;
- Ensuring safe handling, safe use, safe storage and safe transportation of hazardous substances;
- Making sure all Employees are competent to perform their tasks and to give them adequate training in this regard;
- Developing and using methods to prevent accidents and cases of work-related ill health;
- Maintaining safe and healthy working conditions;
- Providing the safe means of access and egress to and from places of work; and
- Reviewing, revising and evaluating our health and safety management systems and processes at regular intervals to ensure continuous improvement.
- Management acknowledges and accepts its responsibilities for health and safety standards in the workplace. However, we seek cooperation from all Employees in achieving our health and safety objectives and expect that Employees will:
 - Accept responsibility for health and safety to the extent of their control;
 - Take all practicable steps to ensure their own and others' safety;
 - Identify, assess and control hazards under their control; Use the Personal Protective Equipment (PPE) provided; and
 - Report all hazards, accidents and incidents to their supervisor in a timely manner.

HEALTH AND SAFETY PLAN

We are using a combination of HazardCo and Site Safe's Health and Safety System, and some other forms developed by our Health and Safety Auditor John Greenland to assist us in addressing the requirements of the Health & Safety in Employment Act 1992 and Health & Safety Regulations 1995. In particular when implemented correctly, the system ensures we address our key obligation to "take all practicable steps to make the workplace safe for our employees and for people in and around the workplace" and provides us with the ability to specifically:

- Manage hazards;
- Report, record and investigate accidents and incidents;
- Provide information, training and supervision for personnel;
- Develop emergency procedures for a worksite;
- Involve all personnel in health and safety;
- Ensure visitors and Contractors are safe, in and around our worksites; and
- Monitor and review worksite safety performance.

The Programme provides us with a set of tools to manage safety on our worksites. This ensures active on-site health and safety practices are in place and brings hazard awareness to our front of mind.