

# WHSE Policy

Throughout all Adaptalift businesses, we are **uncompromising** in our commitment to the health and safety of our people, contractors, customers, and community and we acknowledge our responsibility to minimise the impact of our operations on the environment.

Through the ongoing development and execution of our Work Health Safety & Environment (WHSE) Strategic Plan, **we are totally committed** to establishing, maintaining and continually improving our systems, our workplaces and our people to ensure:

- An **'informed'** culture, supported by knowledge about human, technical, organisational and environmental factors;
- A **'just'** culture, driven by accountability, commitment and involvement at all levels;
- A **'reporting'** culture, predicated by a psychologically safe work environment;
- A **'learning'** culture, sustained by consultation, participation and training, ensuring continuous improvement;
- A resilient, **'flexible'** and adaptive culture, focused on user centred design, appropriate control over work and broad-based employee health and well-being.

We will achieve this by:

- Eliminating or mitigating WHSE hazards and reducing risk to provide safe and healthy working conditions in all areas we operate;
- Complying with applicable WHSE Legislation, Standards, Codes of Practice and Industry best practice;
- Continually improving our WHSE management systems in accordance with AS/NZ ISO 45001, AS/NZ ISO 31000 and AS/NZ ISO 14001;
- Establishing detailed WHSE objectives and annual targets, underpinned by leading performance indicators;
- Promptly reporting all hazards, incidents & injuries and applying corrective actions to prevent recurrence;
- Empowering our people to stop work that is unsafe;
- Promoting safe behaviours and challenging unacceptable behaviours through honest and open conversations;
- Preparing our people for success through the provision of information, instruction, training, supervision and support;
- Consulting and involving our people, contractors and stakeholders in the development and management of WHSE, ensuring participation from all of our people, including local health & safety committees and worker representative groups;
- Establishing clear lines of responsibility, accountability and authority;
- Providing our people support services and well-being initiatives beyond the immediate workplace.

Our values reflect who we are and the way we work, every shift, every day.

We are totally committed to safety.



**Steven Taylor**

Chief Executive Officer

10 March, 2021