

## WORK HEALTH & SAFETY POLICY

### 1 Purpose

Forico is committed to achieving our safety vision of work safe, home safe. We believe that all incidents, injuries and occupational illnesses are preventable and that we all must choose to work and operate safely. Forico expects all workers to contribute to the workplace where;

- We value safety as the highest priority;
- We look out for the wellbeing of each other;
- We foster a culture of safe decision making.

### 2 Scope

The Work Health & Safety Policy applies to all operations of Forico.

### 3 Procedural Principles

Forico is committed to the ongoing development and operation of its SH&E Management System which has been designed to continuously improve work health and safety practices through the application of the following principles;

**Management is responsible for ensuring as far as is reasonably practicable that there is:**

- Assigned WH&S accountabilities to identify responsibility for established safe work practices ensuring they are managed on a day to day basis;
- Adequate supervision and monitoring in the workplace along with the allocation of sufficient resources to safely perform work;
- Relevant training and instruction in the workplace;
- Compliance with relevant legislation and regulations, applicable Codes of Practice and Australian Standards;
- Identification of hazards, assessment of risk and implementation of appropriate control measures;
- Measurable objectives and targets and the regular review and evaluation of health and safety strategies and risk management programs;
- Consultation and communication with Workers;
- A system to fully investigate and close out all reported hazards, injuries, incidents and near misses including those which caused or had the potential to cause injury or illness;
- Effective injury management through compliance with the principles of rehabilitation and return to work and approved policies and procedures;
- Appropriate security, personal and emergency equipment and procedures;
- Agreement by all Workers to share Forico's commitment to continuous improvement in relation to managing Worker's health and safety.

**Workers are responsible for ensuring that they;**

- Take reasonable care for their own health and safety and that of others who may be affected by their actions;
- Comply with any reasonable instruction, policy or procedure;
- Ensure facilities and equipment provided are maintained and used in a safe manner;
- Actively participate in safety investigations, activities and training as required;
- Are always Fit for Work and proactively report any Personal Impairment prior to commencing work;
- Always wear prescribed personal protective equipment (PPE) required for the job;
- Identify and report all hazards, injuries, incidents and near misses as soon as practicable;
- Do not remove, bypass, interfere with or tamper with any safety device; ensuring effective isolation and lock out of plant and equipment;
- Do not bully, harass, discriminate, threaten, intimidate or assault others;
- Actively participate and comply with rehabilitation and return to work requirements;
- Possess any required licences and competencies, complete relevant permits and follow all procedures relevant to the tasks performed.

Failure to comply with Forico's Work Health & Safety Policy may result in disciplinary action and/or removal from site.

### 4 References

- Work Health and Safety Act & Regulations (2012)
- Fair Work Act 2009
- Forest Safety Code 2007

### 5 Definitions

**Fit for Work** - requires Workers to be competent mentally, physically and emotionally to perform their assigned duties to an acceptable level without risk to themselves or others. An individual's fitness for work may be adversely affected for a variety of reasons, including but not limited to; physical impairment, medical conditions, emotional state, fatigue, stress, alcohol or drugs.

**Personal Impairment** - is any loss, or abnormality, of a person's physiological, cognitive, or psychological ability.


**Management** – including Directors and any Forico positions with day to day supervisory or people management responsibilities.

**SH&E** – Safety, Health and Environment.

**Worker** – a person is a Worker if the person carries out work in any capacity for a person conducting a business or undertaking, including work as an employee; or a contractor or subcontractor; or an employee of a contractor or subcontractor; or an employee of a labour hire company who has been assigned to work in the person's business or undertaking; or an outworker; or an apprentice or trainee; or a student gaining work experience; or a volunteer; or a person of a prescribed class.

**WH&S** – Work Health and Safety.

Checked and Confirmed Compliance with Statutory Requirements

<b>Authorisation:</b>	Bryan Hayes – Chief Executive Officer/Director
<b>Signature:</b>	
<b>Date:</b>	20 June 2018
<b>Date to be Revised:</b>	June 2019