

WORK HEALTH & SAFETY POLICY

Girvan Group is committed to ensuring the health, welfare and safety of all its employees, contractors and visitors in the workplace. We believe that all injuries are preventable and that no task is so important that it can't be done safely. This underpins our belief that everyone has the right to go home safely, and together we make it happen.

Central to achieving this goal, is to hold each worker, including management, responsible and accountable for health and safety, providing training and resources to work safely and supporting consultation and engagement. Our Work, Health and Safety management system describes the activities that drive our Safety performance and outlines accountabilities to implement this Policy. We are committed to:

- Providing a safe working environment by actively identifying & rectifying hazards, investigating incidents, and identifying incident trends
- Ensure an operating framework that includes work, health and safety standards, practices and procedures are developed, implemented, followed and reviewed
- Empowering our employees and contractors to address unsafe hazards and situations, and to carry out their work in a manner that does not present a risk to themselves, to others or the environment;
- Provide the required resources, facilities, plant, tools and equipment for people to work safely
- Ensure employees, contractors, clients and visitors understand their obligations with respect to work health and safety;
- Supporting the rehabilitation of employees in the event of work-related injury or illness;
- Complying with all relevant statutory requirements and industry standards;
- Drive continuous improvement through the setting of measurable work health and safety objectives and targets
- Regularly monitor, audit, review and report on our Work Health & Safety performance and management systems;
- Engage, train, consult and communicate with all stakeholders to build a shared commitment to ongoing health and safety improvement
- Demonstrate effective safety leadership
- Define and implement a governance structure that defines our work health and safety responsibilities and accountabilities.



Michael Girvan
Managing Director

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