



HEALTH AND SAFETY POLICY

Ovato is committed to providing all employees, contractors, visitors and volunteers with a safe and healthy workplace. As such all the activities of the organisation will be conducted in a manner that protects these parties and the environment from harm.

PMP regards its Health and Safety responsibilities with utmost importance and as such resources will be made available to comply with all relevant Acts and Regulations to ensure the workplace is safe and without risk to health.

Through management commitment and the individual and shared contribution of all workers, PMP will establish, implement and maintain a documented health and safety management system with procedures for identifying, assessing and controlling workplace hazards.

A committee comprising of management and health and safety representatives (HSR's) will be maintained to provide an effective mechanism for consultation. Workers are able to provide input into the H&S policy and programs and managers who have the authority to make decisions on H&S matters have been appointed to the committee.

To achieve the objectives of this policy PMP has developed a H&S manual which details how H&S will be managed in the workplace. PMP shall also develop targeted strategies and action plans; and provide education and training programs relevant to health and safety.

PMP shall integrate health and safety into our workplace by:

- Providing healthy and safe working conditions and planning, implementing and monitoring a continuous improvement program;
- Maintain accurate reporting and recording;
- Monitoring the condition of equipment and reviewing work procedures to improve health and safety;
- Providing health and safety training for workers as identified through an assessment of training needs, including but not limited to induction programs for all workers;
- Establishing a comprehensive injury management program to ensure a successful return to work for PMP employees who have sustained a work-related injury or illness;
- Promoting open communication about H&S with workers and the community;
- Developing and maintaining procedures, in co-operation with the community, authorities and emergency services, in order to minimise harm from any accident or incident and;
- Ensuring that contractors undertaking work on behalf of PMP maintain, as a minimum, the same health and safety standards as the organisation;

Each level of management within PMP is responsible and will be held accountable for the overall safety of their workers. It is a manager/supervisor's responsibility to ensure that all PMP rules, regulations and procedures are adhered to at all times.

Health and Safety legislation in Australia and New Zealand places obligations on all workers to participate/cooperate with the business' workplace safety initiatives. Therefore, all workers have a responsibility to follow safety procedures and to report incidents or hazards to their immediate supervisors. All workers are required to use their job knowledge to improve safety, promote and support safe work practices and protect themselves and others from injury or risk to health that may be affected by their acts or omissions at the workplace.

PMP is committed to the establishment of measureable objectives and targets for H&S to ensure continuous improvement aimed at the elimination of work-related injury and illness. The effectiveness of the policy will be measured by the:

- Development and implementation of H&S objectives and targets by business/site managers
- The number of safety actions signed off as completed by managers and;
- Decrease in lost time due to illness and injury and a resulting reduction in workers compensation liability

Kevin Slaven
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