



MARNONG

ESTATE

HEALTH & SAFETY POLICY

Marnong Estates is committed to provide a safe and healthy working environment for all its employees and others who may be affected by the activities of the company. We are also committed to provide Occupational Rehabilitation for employees who sustain work related injuries and illnesses without them being prejudiced or disadvantaged and to ensure that effective Return to Work Plans is developed and implemented. These commitments come from our responsibility for personnel health and safety, and our belief that the achievement and demonstration of this responsibility is integral to safe work practices and successful business performance.

- A safe and healthy workplace and environment.
- review and revise this policy as necessary at regular intervals.
- Necessary information, training and supervision to ensure that each employee is safe from injury and risks to their health.
- Effective consultation with employees and their unions on all OH&S issues.
- Effective rehabilitation and return to work strategies for any employee suffering from work related injuries or illness.
- Effective investigation, reporting and recording procedures for all OH&S issues.
- Effective regular hazard assessment and an incident/accident investigation regime.

Management is committed to regular consultation and review of all OH&S issues with employees to ensure the effectiveness of this policy.

- Is responsible for the effective implementation of this OH&S policy.
- Will observe, implement and fulfil its responsibilities under the OH&S Acts and Regulations.
- Will ensure that regular consultation between Management and staff.
- Will regularly assess OH&S performance and resources in consultation with staff or their representatives.
- Will provide information, training and supervision of all staff in the correct and safe use of all plant, equipment and substances used by this company.
- Will conduct an effective OH&S induction for all new staff.
- Must be informed of all incidents and/or accidents immediately through verbal means and in writing within 24 hours to the operational and designated HSE personnel.

Employees

- Marnong estates requires all staff to report for work in a fit condition to carry out their allocated/assigned tasks.
- Any employee not fit for work will be sent home without risk to themselves or others.
- Will have a duty of care for their own OH&S and others that may be affected by their actions.
- Will not willfully damage OH&S equipment or facilities provided for the mutual benefit of staff in this company.
- Will report any actual or potential hazard to the company for corrective action.