

# Elders Work Health and Safety Policy



## Safety Statement

We believe that nothing is so important that it cannot be done safely. Our aim is for an injury free workplace.

## Responsibilities

The responsibility for managing health and safety rests with:

- Elders as the Person in Control of the Business or Undertaking
- Elders' directors and senior management
- each employee of Elders.

## Elders is responsible for:

- ensuring our obligations under health and safety legislation are met.
- as far as reasonably practicable, removing or reducing hazards and risks to the health and safety of our employees, customers, contractors, other visitors and anyone else who may be affected by our operations.
- taking reasonable steps to provide and maintain a safe working environment, including plant and equipment.
- consulting with and involving employees (including suppliers and contractors where necessary) on matters relating to health, safety and wellbeing.
- providing information, instruction, training and supervision to employees needed for them to work without risks to their health and safety and the health and safety of others around them.
- providing adequate facilities for the welfare of employees at work.
- conducting regular workplace inspections.
- providing a suitable injury management and return to work program.
- establishing clear targets and objectives to help review and monitor our work health and safety performance.
- allocating resources and assigning accountability and responsibility throughout the organisation to help meet targets and objectives.
- ensuring contractors and other non-employees within our operating control are adhering to our health and safety policies, procedures and practices.

## Employees are responsible for:

- taking reasonable care for their own health and safety and ensuring that their acts or omissions do not adversely affect the health and safety of others in the workplace.
- following policies, procedures, practices and any reasonable instructions given to protect their health and safety.
- participating in health and safety related training.
- identifying and reporting any workplace incidents or hazards.

## Customers, other visitors and contractors are responsible for:

- not putting themselves or any other person at the workplace at risk.
- complying with our policies and procedures and any reasonable instructions given relating to their health and safety at the workplace

An effective safety culture within Elders is a critical and non-negotiable corporate objective. This can only be achieved through participation, co-operation and commitment of everyone in the workplace.

A handwritten signature in black ink, appearing to read "Ian Wilton".

**Ian Wilton**  
Chair

A handwritten signature in black ink, appearing to read "Mark Allison".

**Mark Allison**  
Managing Director and CEO

February 2020