

	SCHLAGER GROUP <u>OSH POLICY</u>		Document ID	SCG-POL-OHS-05
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Schlager Group is fully committed to the principles of Occupational Safety and Health (OSH) and the provision of a safe and healthy work environment for all staff, sub-contractors and visitors.

Schlager Group has an obligation to comply with relevant legislation and other requirements, in particular, the Occupational Safety and Health Act 1984 and the Occupational Safety and Health Regulations 1996 which extends to employees, contractors and visitors to Schlager Construction Group workplaces.

Schlager Group supports meaningful and effective consultation with employees, contractors and other stakeholders, whose input is encouraged and incorporated into the decision-making processes regarding Safety & Health matters.

Schlager Group observes relevant Codes of Practice, which must be followed unless a better way is documented and adopted. Schlager Construction Group has also adopted the safety principles and practices as set out in AS/NZ4804 Occupational Health and Management Systems - General guidelines on principles, systems and supporting techniques.

In order to fulfil its commitment and obligations and provide guidance on strategic direction and implementation, a "risk management" approach has been adopted within the Occupational Safety & Health Management System (OSHMS). Schlager Construction Group also has an OSH operational plan, which is continually reviewed and updated.

Individual policies covering specific OSH issues exist separately and are included as part of Schlager Group OSHMS. Schlager Group recognises that OSH is everyone's responsibility, therefore all of our employees and contractors have a duty of care to ensure the safety of themselves and others. Schlager Group OSHMS outlines the specific OSH responsibilities of management, employees and contractors.

Schlager Group will promote a proactive approach to Safety and Health. Schlager Group will achieve this by strict attention to all aspects of occupational Safety and Health through:

- The provision of safe plant, equipment and systems of work
- Risk management principles
- Structures and processes to ensure effective OSH consultation
- Clear delegation of occupational Safety and Health responsibilities and accountabilities;
- Positive and consistent role modelling of good occupational Safety and Health practice at all levels;
- Provision of an adequate, responsible financial budget for OSH requirements;
- Provision of training and resources to encourage employees to develop a safe workplace;
- Written operational and maintenance records and procedures; and
- Rehabilitation and counselling, where necessary.
- Commitment to the continuous improvement of the businesses safety and health.



Nicholaus Schlager

Director



Mark Reid

Chief Executive Officer

24 July 2020