



# WORKPLACE HEALTH & SAFETY POLICY

## Policy Document

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## 1. Introduction

Neo Construct (the “**Organisation**”) provides services in the building construction industry and is committed to conducting business in a manner that protects the health and safety of all employees, contractors and others working on behalf of the company. Management is committed to continual improvement aimed at eliminating work related illness and injury. This policy is fully supported by the Director and all employees.

The Organisation is committed to managing operations in a manner that as far as practicable, complies with relevant legislation, associated regulations, codes of practice, Australian Standards and other requirements.

## 2. Policy

The Organisation will, as far as is practicable, ensure that it will:

- › Be committed to providing a safe work environment by identifying and managing risks relevant to the Organisation’s activities,
- › Be committed to eliminate safety hazards and risks,
- › Communicate this Policy to all employees and other interested parties, as appropriate, to ensure they are aware of and agree to comply with their obligations with respect to company operations,
- › Undertake regular consultation with employees, HSR’s where relevant, and other persons working on behalf of the Organisation, to ensure that the policy operates effectively,
- › Seek personal commitment from all employees, contractors, subcontractors and consultants to healthy and safe workplace practices,
- › Provide health and safety risk management systems and procedures that are relevant to the nature and scale of work undertaken,
- › Provide adequate resources to ensure that a safe working environment is provided to all employees, contractors and subcontractors,
- › Continually monitor and assess the needs of stakeholders and other interested parties,
- › Ensure safe design is considered by our consultants and incorporated in both the planning and construction phases,
- › Provide and maintain safe plant, equipment and systems of work, including safe storage and handling of hazardous substances,
- › Educate and train all employees to ensure that they are competent to undertake their role in a safe manner,
- › Investigate incidents, accidents and near misses with a view to eliminating recurrences,
- › Work with our partners, contractors and subcontractors to ensure that appropriate health and safety standards are implemented across projects,
- › Set and communicate measurable objectives to continually improve our health and safety performance and monitor, measure, analyze and report health and safety performance so as to continually improve the Organisation’s performance,
- › Provide facilities for first aid treatment and the monitoring of the health and welfare of employees,
- › Stay informed of safety trends and initiatives and conduct an annual management review process to ensure this policy's relevance and ongoing improvement,
- › Conduct reviews to ensure systems remain appropriate to the business.

AUTHORISED BY:

**Gary Hartley**  
Director

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