

Health and Safety Policy

Commitment

Eastland Group is committed to providing and maintaining a safe and healthy work environment for all employees, contractors, the public and visitors to any Eastland Group work place.

Health and Safety System

The Eastland Group health and safety management system will achieve this by:

- Complying with all relevant health and safety legislation, standards, codes of practice and safe operating procedures, including Safety Management Systems for; Aviation, Maritime and Electrical Industry as required.
- Support the safe and early return to work of injured employees, offering alternative light duties as necessary.
- Support employee consultation and participation throughout all levels and business sectors.
- Make health and safety part of the company culture.

The Eastland Group Health and Safety Quality System will involve all employees and service providers to:

- Achieve health and safety objectives and performance standards in all work areas, with regular reviews.
- Identify existing and new hazards, managing those hazards, including workplace stress, taking all practicable steps to eliminate, isolate or minimise any hazard deemed to be significant ... always considering public safety.
- Complete investigations into all reported incidents and injuries, to ensure that the contributing factors are identified with appropriate corrective actions implemented, follow up reviews assigned and undertaken.
- Complete the appropriate health and safety training to enable tasks to be undertaken in a safe manner and to continue upskilling existing team members thereby expanding capability and competency.
- Ensure all safe work procedures, rules and instructions are followed, encouraging all team members to willingly participate across all work areas, including subcontractors, to meet our Principal's responsibilities.
- Report and record all pain and discomfort injury, along with workplace incidents / accidents and "Near Hits" in a prompt and accurate manner. To effectively communicate to all team members the lessons learned.
- Participate in the treatment and rehabilitation process to ensure a safe, timely and confident return to work.
- Ensure that "continuous improvement" occurs across all business sectors, including periodic reviews / audits of policies and procedures, thereby ensuring currency, accuracy and relevance to all current requirements.
- Participate in and be a part of, the consultation process for all matters relating to Health and Safety.
- Ensure compliance to obligations under all relevant Acts, Regulations, Approved Codes of Practice and Industry Best Practice, including the Health and Safety in Employment Act 1992 and subsequent amendments including other relevant standards and guidelines as appropriate.
- Continually striving for a higher level of health and safety performance, well above minimal compliance.
- Recognising that health and safety performance contributes to overall organisational and business performance

Working together we can achieve a safe, healthy, fun and enjoyable workplace.

Matt Todd

Group Chief Executive, Eastland Group Limited