

# Occupational Health and Safety

## POLICY 1.1.1



Apex Electrical believes that working safely is vital for the overall efficiency and success of our business. There can be no compromise with safety; it is, and will always be, the responsibility of each and every one of us. For all of our employees, safety will always take precedence over job expediency.

Apex Electrical Managers and Supervisors have a total commitment to, and will continue to be responsible and accountable for, the health, safety, rehabilitation and welfare of our employees and others at our workplaces. They may delegate OHS&R duties and activities but not their responsibilities. All persons directing the work of others at our workplaces are required to join with employees and work together towards achieving and maintaining a high level of safety performance.

Apex Electrical is also committed to protecting our employees by demonstrating a Duty of Care through effective OHS&R systems, Safety and Risk Management strategies and the application of industry-based standard OHS&R procedures. All employees, other persons and organisations are required to unite with us in joint objectives, which are:

- To create and maintain a safe, healthy and productive workplace, environment and procedures for all persons at our places of work, without risks to their health, safety or welfare arising out of our work activities;
- To create and maintain continuous improvement strategies, systematically managing to ensure proactive hazard controls and legitimate implementation of our policies and procedures;
- To ensure compliance with the OH&S Act VIC 2004, OH&S Regulations (VIC) associated Acts, referenced Industry Codes of Practice and referenced Australian Standards called up by legislation.

Employees are required by law under a duty of care to take care of their health and safety, and that of their fellow workers to the extent of their capability, by following all safety rules, procedures and instructions, and by reporting all hazards injuries or ill health. Employees must not misuse safety equipment.

To implement this policy and associated OHS&R Safety Systems and Risk Management programs, the Apex Electrical management team will:

- Demonstrate the principles of the system;
- Provide appropriate support and resources in order to maintain the company system;
- Adopt a consultative approach to setting and implementing OHS policy;
- Provide OHS&R training, safety information and adequate supervision;
- Administer timely and effective rehabilitation of injured employees;

All aspects of our system will be regularly monitored to ensure compliance.

SIGNED: \_\_\_\_\_

DATE: \_\_\_\_\_