

# HEALTH AND SAFETY POLICY

This document outlines our policy for Health and Safety, including additional scope that the policy applies to, where appropriate.

## OUR PURPOSE

At BUMA Australia, we believe that our safety and health objectives are achieved through effective leadership, resources, systems, safe work environment and our care for each other.

## OUR OBJECTIVES

To achieve our purpose, we:

- ❖ believe that our leadership at all levels demonstrate a visible commitment to safety and are accountable for ensuring safe work environments for all of our people (**Leadership**)
- ❖ care for the safety of self and others
- ❖ take pride in our work environment and equipment standards. (**Work environment and Equipment**)
- ❖ maintain and review our systems, so they support safe and compliant outcomes (**Systems**)
- ❖ set safety objectives and measure and report on our performance
- ❖ adopt a risk-based approach to safety, ensuring that critical controls are identified, implemented, verified, and maintained to prevent serious incidents and fatalities.
- ❖ empower our people to stop work if it is unsafe or Critical Controls are not in place or effective, and we fix it.
- ❖ work cooperatively and constructively with our suppliers, contractors and clients
- ❖ work by our Cardinal Rules and Environmental Principles
- ❖ develop and train our people to be competent, capable, safe and productive (**Training**)
- ❖ think before we act using our risk assessments (**Risk Assessment**)
- ❖ embrace near misses as an opportunity to prevent incidents
- ❖ prioritise and practise our physical and psychological wellbeing
- ❖ proactively identify, assess, and manage psychosocial hazards such as bullying, harassment, and role conflict.
- ❖ require and support our people to be fit for work, report incidents, hazards, unsafe practices and follow procedures
- ❖ display this policy in our workplace and integrate its objectives in the way we do work.

## OUR EXPECTATIONS

- ❖ All employees and contractors must actively participate in hazard identification, risk assessments, and the verification of critical controls.
- ❖ Everyone is responsible for looking out for their own safety and the safety of others.
- ❖ Leaders must proactively identify and manage psychosocial risks alongside physical hazards.
- ❖ All personnel must comply with safety policies, procedures, and critical controls to ensure a safe working environment.
- ❖ Employees are empowered to stop work if it is unsafe or if critical controls are not in place or effective, and we will fix it.

**Barry Mckeown**

CEO BUMA Australia

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At BUMA Australia, safety is more than a priority – it is a core value.

Through strong leadership, robust risk management, and a relentless focus on critical controls and psychosocial hazards, we will continue to build a resilient and high-performing safety culture.