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.

Johan Ballot

CEO BUMA Australia

Endorsed: 24/02/2025

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.