

UNCONTROLLED WHEN PRINTED			
Issue date	30/09/2022	Version number	FGPOL005-V4
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Approved by	Leonard Gardner	CEO	
Next review date	30 / 09 / 2024	Number of pages	1

At Fosters, the protection of people, our environment and assets are central to our business and a key to our success. We will make every reasonably practicable effort in the areas of injury and incident prevention, hazard identification and control, workplace training, health monitoring and will conduct our operations with minimal impact on the environment.

Our mission is to build superior HSE systems and relationships that engage all workers, contractors, the community, and other stakeholders to maintain a proactive HSE culture within Fosters.

Fosters has developed and implemented processes at a business level that integrates OH&S performance into our work activities to ensure we meet our obligations under the Health and Safety at work Act 2015 (HSWA). This is to also ensure compliance with all relevant legal and statutory legislation, regulations, codes of practice and safe operating procedures.

FOSTERS Management are committed to:

- Providing a safe and healthy workplace with systems of work to protect our workers, contractors, visitors and public from harm
- Conducting our business in a safe, responsible, and sustainable manner
- Actively encouraging the accurate and timely reporting of injuries, illnesses, incidents, and events
- Preventing serious harm incidents at our worksites starting at design
- Investigating injuries, illnesses, and incidents in detail to identify corrective actions and opportunities for improvement to prevent a recurrence
- Supporting any injured workers in their rehabilitation and early return to work following injury
- Enabling effective worker engagement practices to promote worker participation and consultation
- Promoting an open-door policy for health, safety, and wellbeing concerns to be raised without reprisal
- Providing suitable and adequate information, advise, training, instruction and supervision to our workers and contractors
- Minimising and mitigating effects on the environment as a result of our activities
- Preventing pollution, and progressively reducing energy consumption in line with reviewed targets to use energy efficiently
- Continually improving our health, safety, and environmental performance, through establishing objectives and targets, and conducting regular audits
- Implementing a waste management programme to reduce quantities of waste, and where possible, reuse or recycle
- Promoting environmentally responsible partnerships within the wider community.

It is expected that EMPLOYEES shall:

- Comply with all relevant HSE legislation to protect their own safety, the safety of their co-workers, contractors, and visitors
- Observe all safe work procedures, guidelines, and instructions
- Ensure the accurate and timely reporting of all injuries, illnesses, incidents, and events when they occur
- Take an active role in the company's rehabilitation plan, to ensure an early and lasting return to work
- Consult with management on issues in the workplace which affect their health, safety, well-being, and the environment
- Actively participate in workplace training
- Prevent pollution, minimise waste, and where possible, reduce, reuse and recycle.

SAFETY BY CULTURE, NOT COMPLIANCE

Fosters will ensure that every employee is made aware of this policy, and it shall be displayed in all workplaces