



Purpose

GBTK (GBTK Pty Ltd, GBTK AUSMAINT JOINT VENTURE Pty Ltd and GBTK PLANT HIRE Pty Ltd) are committed to protecting the health and safety of personnel, the environment, and the communities in which we operate.

We believe that all occupational injuries, illnesses and damage are preventable and hold the prevention of harm as a value equal with all other business objectives.

The way we work drives the outcomes we value.

Objectives

To safeguard our personnel against harm from injury or illness we will:

- Comply with the legislative requirements for Workers Compensation and Injury Management applicable to the jurisdictions in which we operate;
- ensure that the rehabilitation process is commenced as soon as possible after an injury in a manner consistent with medical opinions;
- ensure that return to work as soon as possible by an injured person is normal practice and expectation;
- provide meaningful and appropriate duties for an injured person, as an integral part of the rehabilitation process;
- consulting with our employees and any group representing them to ensure that our rehabilitation programs are effective;
- ensuring that participation in a rehabilitation program will not prejudice the recovery process of an injured employee; and
- Communicate this policy across the whole organisation through inductions, tool box meetings, notice boards, crib-rooms, the intranet and/or other forms of electronic communication as appropriate.

Responsibilities

Management is responsible to:

- lead by example;
- observe and comply with all legal requirements;
- ensure constant attention to evaluation and review of procedures and instructions; and
- inform and train employees in identification and prevention processes.

All employees are responsible to:

- take care of themselves and others in the workplace;
- comply with associated policies and procedures; and
- immediately report potential and actual hazards.

Commitment

This policy applies to all GBTK personnel, contractors and visitors affiliated with GBTK Pty Ltd or GBTK Projects Pty Ltd, across all projects and operations, at all times.

The Directors are committed to ensuring the availability of resources as necessary for implementation of this policy and will hold management accountable for its implementation.

Signed on behalf of the Director/s

Adrian McRae

12/05/2021

Name

Signature

Date