

1. Commitment to Health & Safety

1.1 Health and Safety Policy Statement

Health and safety is everyone's business, and everyone is expected to share in our commitment to avoid all accidents and incidents, which may cause personal injury, property damage or loss of any kind.

PARKLANDS TURF LIMITED is committed to maintaining a safe and healthy working environment for the safety and health of our employees and other persons in the workplace. Parklands Turf Ltd will meet our expectations and obligations under the Health & Safety At Work Act 2015.

To ensure a safe and healthy work environment. Parklands Turf Ltd will develop and maintain a Health and Safety Management system. Specially:

- Set health and safety objectives and performance criteria;
- Annually review health and safety objectives and performance;
- Actively encourage the accurate and timely reporting and recording of all incidents and injuries;
- Investigate all incidents and injuries to ensure all contributing factors are identified and, where applicable, plans are formulated to take corrective action;
- Actively encourage the early reporting of pain and discomfort;
- Provide a treatment and rehabilitation plan;
- Identify all existing and new hazards and take all practical steps to eliminate and/or minimise the exposure to any hazards deemed to be significant;
- Ensure that all employees are made aware to the hazards in their work area and are adequately trained to enable them to perform their duties in a safe manner;
- Encourage employee consultation and participation in all matters relating to health and safety;
- Enable employees to elect health and safety representatives;
- Ensure all contractors and sub contractors are actively managing health and safety for themselves and their employees;
- Promote a system of continuous improvement, including the annual review of policies and procedures;
- Meet our obligations under the Health & Safety in Work Act 2015, the Health & Safety in Employment Regulations 1995, Codes of Practices and any relevant standards and guidelines.

Parklands Turf Limited will ensure the safety of our employees by:

- Providing and maintaining a safe working environment;
- Providing facilities for the health and safety of our employees;
- Providing safety equipment and clothing;
- Ensuring all equipment is safe;
- Developing and implementing emergency and evacuation procedures.

To achieve this, we will:

1. Systematically identify and control all hazards and risks in the workplace. Where there are significant hazards, we will take all reasonable steps to eliminate or minimise these by following the appropriate Hierarchy of Control to prevent any injury, illness or damage.
2. Inform all our employees of emergency and evacuation procedures, including emergency response procedures.

Every employee of Parklands Turf Ltd is expected to share in the responsibility and commitment to Health & Safety at work. Each employee is expected to play a vital and responsible role in maintaining a safe and healthy workplace through:

- Observing all safe work procedures, rules and instructions;
- Properly using all safety equipment and clothing provided;
- The early reporting of pain and discomfort;
- Taking an active role in any treatment and rehabilitation plan;
- Ensuring that all accidents, injuries and hazards are reported to the appropriate person(s).
- Every employee shall take all practicable steps to ensure their own safety while at work and that no action or inaction of the employee while at work causes harm to any other person(s).

Signed: _____
Graeme Norvill – Managing Director

Dated: _____