

Purpose

This policy outlines Protech's objectives and commitments to Occupational Health & Safety and the roles and responsibilities we set to deliver our brand promise of *Quality People. Every Time*, as well as our purpose to *be a positive influence in people's lives*.

Scope

This policy applies to all employees, and other persons engaged in the achievement of Protech strategic goals.

Objectives

Protech will promote a positive health and safety culture within the business, embedding key core concepts such as *BeSafe*, risk management and continuous improvement within the system by:

- Promoting behaviours amongst our employees, clients and contractors to *BeSafe*. This program strives to have everyone return home without harm at the end of every day.
- Assisting and learning from employees/clients in improving our safety performance, building relationships, sharing safe practices, and developing innovative risk control solutions.
- Fostering a collaborative culture that embraces continual operational improvement and prevention of work-related harm.

Responsibilities

It is the role of all Protech stakeholders to act in accordance with our core values, especially with respect to occupational health and safety. This requires all stakeholders to:

- View health, safety, and wellbeing as an integral part of daily business activities.
- Be aware of their obligations under this policy and other associated documents.
- Understand the implications that their decisions may have on the health and safety of stakeholders and Protech.
- Participate in and contribute to the continuous improvement of the health and safety system at Protech.
- Take a risk-based approach to work health and safety.

Commitment

Protech management, employees and stakeholders are committed to:

- *BeSafe*, every day.
- Complying with regulatory, legislative and statutory requirements.
- Maintaining an externally certified ISO 45001 health and safety management system.
- Promoting physical and psychological health and safety in the workplace.
- Minimising health and safety risks as far as reasonably practicable with an elimination first approach to hazard mitigation.
- Embedding a culture of open, consultative and collaborative health and safety discussions.
- Reporting all health and safety issues including near misses and incidents for investigation.
- Investigate all near misses and incidents for clarity of causation and prevention.
- Promote recovery at work by providing appropriate duties whenever possible, to achieve return to pre-injury duties as soon as practicable.
- Monitor the progress and effectiveness of the health and safety management system.

Approval

Marc Meili
Managing Director



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