

## 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.
- Ensuring that all employees have access to required Personal Protective Equipment and Personal Protective Clothing.

## 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.
- Correctly use and wear all required Personal Protective Equipment (PPE) and Personal Protective Clothing (PPC).
- 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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