

## HEALTH AND SAFETY POLICY

### Our Health and Safety Vision:

*“To promote the highest possible standards of safety, health and welfare in our workplace, and to conduct our activities at all time without risk to our workers or the public.”*

Leighs Construction Limited (the ‘Company’) is committed to the protection of our workers, property, and other people, from accidental injury, illness or damage from work carried out by and on behalf of the Company. Health, safety and welfare is a fundamental business objective which is observed through the continual improvement of our occupational health and safety management system. Directors, management, and all workers have a responsibility for health and safety in the workplace and all parties will work together to ensure a safe and healthy workplace that aligns with our ‘Worksafe Homesafe’ vision

In meeting this commitment, the Company shall:

- Provide a safe place of work and safe equipment to prevent injury, loss or damage to people and plant;
- Provide adequate supervision and training, as and when deemed necessary;
- Comply with relevant legislation, regulations, codes of practice and industry standards;
- Encourage participation of workers in health and safety improvements;
- Determine and implement business and action plans to give effect to Company strategy;
- Implement a performance management process for all employees that specifies health and safety expectations, and provide feedback on performance;
- Maintain effective health and safety management systems and programmes;
- Provide the board with reports on health and safety management, and implement action following board review;
- Ensure workers and other persons understand and accept their responsibility to promote a safe and healthy place of work;
- Take remedial actions as required arising from any audit or review;
- Investigate accidents and potential sources of harm to determine causes and prevent future occurrence;
- Encourage the early and safe return to work of workers who have been injured or unwell; and
- Manage and maintain the health and safety of its workers through compliance with AS/NZS 4801:2001.

It is expected that workers shall:

- Be accountable for their own safety and the safety of their area of responsibility
- Proactively report events where safety has been placed at risk
- Not knowingly create situations where safety is compromised
- Support better safety through hazard and risk management
- Support and participate in injury prevention and injury management programmes.

To actively demonstrate our commitment to safety we will work with our people to grow a strong safety culture.

Signed



Anthony Leighs  
**Managing Director**