

McDowall Affleck Pty Ltd recognises that all employees must be provided with a safe and healthy working environment. Therefore, management is committed to creating and enhancing a workplace culture free from injury and risk to health of all persons inclusive of employees, contractors and visitors.

McDowall Affleck will ensure compliance to all relevant acts, regulations and current industry standards by:

- Providing and maintaining safe workplaces.
- Providing ongoing information, instruction, training, and supervision to ensure safe systems and practices are maintained.
- Maintaining a positive safety culture by encouraging active participation, consultation, and co-operation of all employees, contractors, and visitors in promoting and developing measures to improve health and safety at work.
- Ensuring that nominated safety personnel are continuously trained and supported.
- Establishing clear targets and objectives and reporting performance against these targets.
- Continuing to review and improve its Health and Safety management system to achieve its goal of Zero Harm.

No work environment can be made safe merely by the publication of rules.

McDowall Affleck employees, contractors, and visitors all have a duty of care, including being responsible to work safely, to take all reasonable care for their own safety and to consider the health and safety of other people and be responsible for:

- Following the Occupational Health and Safety Policy and procedures at all times, including those of clients and contractors.
- Reporting all known hazards, incidents and injuries at the earliest possible opportunity to your immediate Manager.
- Using the required Personal Protective Equipment (PPE) correctly.
- Adhering to the Company's Smoke-Free Policy.
- Adhering to the current OHS Laws pertaining to the Occupational Health and Safety Act 1994 (and Regulations 1996).

McDowall Affleck will regularly review this Occupational Health and Safety Policy to ensure its adherence to changing industry demands, legislation requirements, and to facilitate continuous improvement.