

EOS Electrical is committed to providing a workplace that enables all work activities to be carried out in a safe manner as the health, safety and wellbeing of our people is our number one priority. We will take all reasonably practicable measures to eliminate or minimise risks to the health, safety and welfare of our staff, contractors, subcontractors, visitors and anyone else who may be affected by our business operations. People are our most important asset and their health and safety is our greatest responsibility.

This policy applies to all EOS Electrical staff, contractors, subcontractors and volunteers, in all workplaces and project sites where employees carry out work on behalf of the company.

EOS Electrical promotes a strong culture of workplace health and safety given the hazardous nature of our work. We embrace our duty of care responsibilities as described in the Occupational Safety and Health Act 1984 (Act) to ensure the health and safety of our employees and others in the workplace. This commitment is underpinned by a duty that is shared by our management team and employees to establish and implement management systems and safe work practices.

The main objectives of this policy are to:

- provide and maintain a working environment that prevents and safeguards against potential accidents and incidents as far as is practicable;
- ensure that potential risks are correctly identified, controlled and eliminated or minimised through hazard identification and risk analysis;
- warrant that any accidents or incidents that may occur are controlled and contained as far as is practicable;
- promote a culture that integrates health and safety as a core part of every position;
- inform all employees of their duty of care and empower them to take responsibility for their own health and safety and that of others;
- certify that health and safety is considered in all planning and for every work activity that is performed;
- provide employees with appropriately approved personal protective clothing and equipment for health and safety purposes in the workplace;
- encourage and assist all persons to attain and maintain appropriate physical and mental health and positive lifestyle behaviours;
- involve our employees in the decision making processes through regular communication, consultation and training;
- assess the ability of individual employees to safely undertake work required as part of their employment in accordance with company guidelines;
- provide a continuous improvement program of education and learning to ensure that our employees work in the safest possible manner;
- offer effective injury management and rehabilitation for all employees;
- ensure plant, equipment and substances are safe and without risk to health when properly used;
- establish, monitor and review programs and procedures at the workplace relating to health and safety;
- audit the actions and indicators in the Safety Management Plan on an annual basis and undertake measures to improve performance, as required; and
- ensure compliance with health and safety legislation, regulations and relevant Australian standards.

EOS Electrical management is responsible for:

- demonstrating our commitment to the highest achievable standards of health and safety through effective leadership, fostering teamwork and providing advice, services and resources as required;
- consulting and collaborating with employees on health and safety through open communication;
- providing and maintaining workspaces, equipment and systems so that employees are not exposed to hazards;
- providing inductions, instructions, supervision and training to employees for them to perform work safely;
- arranging the safe use, handling, maintenance, storage, transportation and disposal of hazardous materials and substances; and
- ensuring prompt reporting and investigation into any health and safety matters including accident treatments, injuries or diseases and the implementation of remedial action where required.

The success of our health and safety responsibilities are contingent on our employees:

- embracing a commitment to achieving company health and safety objectives and promoting a culture of wellbeing in the workplace;
- taking reasonable care to ensure their own health and safety and to avoid adversely affecting the health and safety of others through any act or omission while at work;
- complying with instructions given by their supervisor and understanding work processes and associated risks through hazard identification;
- maintaining a responsibility to identify and report hazards, near misses, incidents and injuries and undertaking corrective actions as required to minimise these risks;
- using and wearing personal protective clothing and equipment as required for its intended purposes;
- planning all work activities proactively with due consideration given to the implementation of workplace health and safety controls that are suitable to each individual situation; and
- maintaining open and honest communication between management and employees.

Eamonn O'Sullivan

**Managing Director**



**Signature**

12 May 2021

**Date Signed**