



OCCUPATIONAL HEALTH & SAFETY POLICY

Hoskins are committed to our vision 'to create the best workplaces' through incident and injury free workplaces wherever we have a presence. Our vision is supported by an uncompromising culture which holds the health and safety of people and the protection of the environment as first in all our business reviews and decisions.

To achieve our vision we are committed to:

- Setting measurable objectives and targets to ensure continual improvement aimed at eliminating work related
- incidents from our activities, products and services.
- Complying with applicable legislative obligations, codes of practice, compliance codes, standards, compliance
- obligations and guidelines.
- Defining roles, responsibilities and accountability to achieve clarity and predictability across our work force.

Key strategies to achieve our vision include:

- Documenting, implementing and maintaining continual improvement of a Health Safety Environment Management System.
- Integrating risk management principles in all core planning and delivery activities.
- Regularly reviewing objectives and targets to promote continual improvement in performance outcomes.
- Strategically planning and regularly reviewing systems, processes and policies to reflect current requirements, objectives and targets, and to achieve continual improvement.
- Working with external stakeholders, including government and industry, to develop and promote leading practices and innovation.
- Reducing reliance on individual behaviours through planning and design delivery solutions.
- Investigating incidents and reviewing the effectiveness of corrective and preventative actions to prevent recurrence.
- Facilitating timely and effective injury management and rehabilitation for injured workers.
- Communicating health and safety information, including this policy, and alerts to employees, workers and interested parties.
- Implementing learning and development initiatives to increase health and safety skills, awareness and competencies.

I commit to the implementation of this Policy and the achievement of our vision, to create the best workplaces.

Brett Hoskins
Managing Director

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