	<h1>Health and Safety Policy</h1>	<p>KFW_PCY_002</p> <hr/> <p>Revision 1</p>
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## **KARLKA FENCEWRIGHT**

### **HEALTH AND SAFETY POLICY**

Karlka FenceWright is committed to protecting the safety and health of all its employees, contractors, visitors, and the community who are impacted by our activities and believes that all injuries, industry related diseases and incidents are preventable. Our commitment to health and safety is as important as our other business objectives.

#### **Primary Goal**

The primary goal of this Policy and associated procedures are to assist in providing a safe and healthy work environment for Karlka FenceWright employees, contractors and third parties.

#### **Strategies**

Our strategies to implement this Policy are:


- Apply and demonstrate a systematic approach to all aspects of health and safety management to achieve continuous performance improvement.
- Demonstrate compliance with all applicable health and safety laws and industry standards by integrating these requirements into all aspects of our business.
- Provide adequate resources to establish and maintain safe systems of work.
- Develop and apply hazard and risk assessments to identify, assess and safely manage any present or future potential hazards of Karlka FenceWright operations.
- Develop and maintain the competence of our personnel to control the risks we generate.
- Continuously improve health and safety performance through innovative technology, training, education, and good management practices.
- Promote a positive culture where employees and contractors are consulted and encouraged to actively participate in the health and safety management of the site.
- Set measurable targets for improvement in all areas of health and safety.
- Include health and safety performance as a factor in the appraisal of staff.
- Provide information, instruction and management of psychosocial hazards to provide a Mentally healthy workplace.

#### **Employees and contractors must all:**

- Comply with all Karlka FenceWright WHS policies, procedures and written instructions.
- Report all incidents and accidents.
- Report hazards this includes psychosocial hazards such as violence and aggression, harassment, discriminations, fatigue, stress, trauma, sexual related harassment, assaults, verbal abuse, threats.
- Work and cooperate with management in meeting relevant statutory requirements.
- Ensure that we work within these requirements so that we do not expose ourselves or others working with or around us to situations likely to cause injury or illness.

All managers, supervisors and contractors are accountable for health and safety performance in their areas. They will develop and implement effective Health and Safety Management Plans designed to achieve the objectives of this policy, and all personnel, including contractors, suppliers, clients, and independent experts shall, where applicable, participate in this process.

All employees are required to follow instructions and rules for healthy and safe operations, report hazards to their supervisors and wear, where required, Personal Protective Equipment.

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**Application**

Senior Management are accountable for ensuring this policy is implemented and that its effectiveness is reviewed annually. This policy applies to all Karlka FenceWright sites and will be updated at least every two years. All FenceWright personnel and contractors are responsible for applying this Health and Safety policy.

Steve Clarence  \_\_\_\_\_

General Manager

08/07/2023