

# Work Health and Safety Policy

The Lack Group of Companies management and employees are committed to:

- providing a safe and healthy workplace for all employees, contractors and visitors,
- implementing safe system of work for our activities that potentially impact on our employees, clients and the general community, and
- striving for continuous improvement in Work Health & Safety performance.

Our culture is “every person going home safe and healthy every day”. This requires the active participation of everybody who is directly or indirectly involved in the company and includes identifying hazards that could potentially cause work health & safety problems then taking action before the problem eventuates.

We shall provide a suitable workplace by:

- pro-actively seeking to identify health & safety hazards so that we may implement controls to manage the associated risks prior to work commencing,
- complying with relevant legislation and other requirements applicable to our health & safety risks,
- maintaining the Integrated Management System in accordance with the requirements of AS/NZS 4801, and
- consistently following Lack Groups work health & safety rules and procedures.

We shall continuously improve our work health & safety performance by ensuring that we:

- establish measurable objectives and targets to promote improved work health & safety performance and to try to eliminate work related injury,
- consult, through work health & safety committees and other means, with employees and their representatives as well as other interested parties as appropriate, on matters that may affect their health & safety, and
- report and investigate all work health or safety accidents, incidents, issues and concerns, and take appropriate follow-up action.

To ensure this policy is effective we shall:

- ensure all employees are competent to carry out the tasks assigned to them by providing appropriate health or safety training
- provide adequate resources to manage and perform tasks in a safe and healthy manner, and
- review this policy annually in consultation with managers and employees for suitability and adequacy for the companies.



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CEO & Managing Director  
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