



OHS & SUSTAINABILITY POLICY OHS-POL-001

At Pro-Built Control our OHSMS is based on a belief that the well-being of people employed at work, or people affected by our work, is a major priority and must be considered during all work performed on our behalf. People are our most valued asset, therefore their health and safety is our prime responsibility. All stakeholders, including the general public and employees will be given equal opportunity.

Pro-Built Control is committed to the use of a Safe Work Sustainability System, there are to be financial and ethical benefits through systematic product development and delivery processes and seeks to promote a simple strategy for achieving these sustainability goals.

Pro-Built Control believes all employees and contractors have a right to a safe and risk free workplace (as far as practical). Pro-Built Control strives to continually improve the workplace environment through application of Australian & International Standards including industry based knowledge, to achieve all legislative requirements. It believes in a team approach to the management of the business.

To realise these core objectives, Pro-Built Control will ensure availability of resources including financial, physical (plant & equipment) and human (training). It will meet its legislative requirements through training all employees and contractors in OHS to an appropriate level ensuring they possess the skills required for safe and competent undertaking of their tasks. It will initiate an ongoing program of training for its employees to further develop skills in line with its policy to promote from within. It will consult with employees, contractors and stakeholders on all safety, environmental and quality issues valuing their input through an OHS Committee and designated work groups.

Implementation of an integrated safety and sustainable culture development strategy a supportive environment will be achieved (informative & one without of blame). Through the appropriate safety culture can these safety and operational goals be achieved. Ensuring the correct culture is implemented to support our systems, and to achieve our performance goals. The company focus is to emphasize outcomes or workplace behaviours.

It is essential all employees behave in the same professional manner. Sustainable behaviours apply to all managers and workers alike; including, for example, worker task behaviours or management action to allocate resources to control hazards or to conduct risk assessments. In particular, company focus is to place an emphasis on a continuity of outcomes, or Workplace behaviours. Different standards of behaviour being applied will lead to reduced effectiveness of policies, procedures and risk management. With sustainable behaviours being applied through a Sustainable Culture Development Strategy applied across the workforce these problems will be eliminated or minimised.



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The objectives of our Policy are to:

- Achieve a safe, risk and incident free workplace as far as reasonably practical.
- Make health, safety and environment an integral part of every managerial and supervisory decision.
- Ensure health, safety and environment and quality is considered in all planning and work activities.
- Involve our employees in the decision making processes through regular communication, consultation and training.
- Provide a program of education and learning to ensure optimum safety and environmental outcomes in the most appropriate language and format.
- Identify and control all potential risks in the workplace through hazard identification and risk analysis (Risk Management).
- Provide an independent dispute resolution process
- Provide effective injury management and rehabilitation for all employees with compassion and empathy.
- Influence people effected by our work and products to achieve environmental and socially sustainable impacts.

The success of our HSE management is dependent on:

- Pro-active planning of all work activities with due consideration given to implementing HSE controls that are suitable to each given situation.
- Understanding and documenting the total work process, associated HSE risks and our legal and other obligations.
- Ensuring the work team is effectively consulted on issues and our objectives.
- Ensuring that open and honest communication exists between management and all employees.

Review

Pro-Built Control shall review this policy every 2 years. Current policies shall remain enforceable until such time as this review has been completed and the policy is re-issued.

Policy Authorised by:

Name: Stephen Lees

Signature: 

Title: Director Pro-Built Control

Date: 



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Trainee

I _____ have read and fully understood the above policy.

Employee's signature

Trainer's signature

Date

Date

Competency

- Demonstrated knowledge and compliance to the requirements of this policy.

Signature

Position Held

Date