



HEALTH, SAFETY & WELLBEING POLICY

Demato Construction is committed to fostering a positive workplace culture across our operations; where safety is considered a core value, the health and wellbeing of our people is prioritised, safe behaviour is recognised, and the continual improvement of our business practice is embraced. We will create and maintain a safe and healthy working environment for all employees, contractors, visitors, members of the public and others and will work collaboratively with our clients. We will achieve our objectives through dedication to our work, effective control of risk and our attitude towards our management systems and each other.

Our commitment is founded on the principles:

- Safety is a core value and will not be compromised.
- Accountability for safety rests with each individual.
- Incidents are preventable.
- Everyone has a responsibility to identify and manage hazards.

Consistent with this we shall:

- Consult with and involve employees, contractors and our clients in the development of health and safety policies and practices.
- Communicate openly on health, safety and welfare matters and disseminate information.
- Appropriately train, educate and supervise our employees and contractors so as to enable them to work safely and efficiently.
- Establish and monitor measurable objectives and targets so as to continually improve health and safety performance and to eliminate work place injury and illness.
- Review the effectiveness of our performance by conducting regular management review.
- Comply with health and safety legislation, regulations and other accepted requirements.
- Manage risk by implementing systems to identify, assess, control and monitor hazards.
- Inform employees, contractors and visitors of their obligations regarding this policy.
- Submit our systems and work practices to external scrutiny through a third party.

All employees and contractors shall take reasonable care to protect their health and safety and the health and safety of others whilst at work and shall:

- Adopt safe work practices and maintain a safe work area.
- Not endanger other people through their action or lack of action.
- Actively participate in consultative forums.
- Use health and safety equipment correctly and not wilfully interfere with or misuse equipment.
- Comply and cooperate with reasonable instructions issued to protect health and safety, with this policy and with all other health and safety procedures, information and guidance.

A handwritten signature in black ink, appearing to read 'Mato Demir', is written over a light blue circular stamp.

Mato Demir

Director

5 September 2016