

Work, Health and Safety Policy

At SHAPE, safety and health is an integral part of our everyday activities.

We are committed to eliminating work related injury and illness through:

- The provision of a safe and healthy work environment for our people, contractors and visitors together with the wider community and members of the public on which our activities may impact,
- The identification of WHS opportunities in accordance to the needs and expectations of workers and other relevant interested parties,
- The establishment, implementation and maintenance of our Work Health and Safety Management System in accordance with AS/NZS 4801, state/territory legislation and regulatory requirements, codes of practice and standards,
- The acknowledgement that human error is normal, and the incorporation of resilience through error tolerance in our systems,
- The development of a culture of safety that encourages open thinking, clear understanding and acceptance of roles and responsibilities at all levels, empowerment of individuals to act, and employee and contractor involvement in key learning opportunities through the sharing of experiences and best practice, and
- Continual improvement of the SHAPE Work Health and Safety Management System to enhance SHAPE's Work Health and Safety performance.

To achieve this we will:

- Establish measurable health and safety objectives and targets through our yearly Strategic Planning Programme,
- Ensure continual improvement to the Work Health and Safety Management System through quarterly senior management review meetings,
- Regularly review our progress (through monthly and quarterly meetings and reports) to ensure that this policy and our health and safety objectives and targets remain relevant to our business and stakeholders,
- Through implementation of the Hierarchy of Control, SHAPE will maintain a hazard identification, risk assessment and control (HIRAC) approach to all risks that flow from the work we do,
- Maintain a workplace culture that fosters positive and proactive behaviours amongst our people that acknowledge we are all responsible for our own health and safety, and the health and safety of others at our place of work,
- Promote fitness for work, and
- Ensure participation of employees and representative groups in decision making processes that effect their health and safety through effective communication, consultation and timely feedback.

No job is so important that we cannot take time to perform our work safely.



Peter Marix-Evans
Chief Executive Officer
SHAPE Australia Pty Limited
5 December 2017

