

WHS POLICY

NOJA Power[®] is **committed** to ensure the health, safety and wellbeing of its employees. We adopt Safety Leadership At Work (SLAW) philosophy and promote safety leadership at all levels in the organization.

In support of this policy, **management at all levels** is committed to the prevention of accidents through the identification, assessment and elimination of workplace hazards and the promotion of health and safety awareness among its employees and contractors. We develop and maintain the health and safety **objectives and targets** and establish and maintain health and safety programs for achieving the objectives and targets.

We abide by all statutory **Acts and Regulations** as a minimum standard and strive to maintain a level of safety, which exceeds the legal requirements.

To consistently achieve this aim it is required that:

Supervisors are committed to implement and monitor the health, safety and wellbeing programs and to **consult** with employees on all matters of health, safety and wellbeing;

All employees accept their responsibility to work safely and cooperate with management in the health and safety program;

Equipment and processes in new and existing operations are correctly designed, operated and maintained to ensure **compliance** with health and safety requirements;

Incidents and near misses are **reported** and thoroughly **investigated** to prevent their recurrence;

Plan for, respond to and recover from any emergency, crisis and business disruption.

Employees attend Company sponsored **training programs** and inductions as an integral part of their employment conditions;

Rehabilitation and return to work program assist the employees to return to gainful and meaningful employment.

Policies, plans and procedures developed for health and safety are reviewed on a regular basis to ensure their adequacy and effectiveness; and

We encourage **employee participation** and consultation in matters affecting the health, safety and wellbeing of our people and seek suggestions from our employees of ways in which health, safety and wellbeing can be furthered.

Neil O'Sullivan
Managing Director
26 August 2016

