

*We are on a mission to lead the way in labour hire services, committed to putting safety first and preventing injuries. We understand the importance of every person's role in making sure we reduce harm.*

**Purpose**

The Backam Group (BG) is committed to continuous improvement in our Work, Health & Safety practices to eliminate risks wherever possible or mitigate these risks to as low as reasonably practicable.

BG Management are accountable for the successful implementation of this policy. Successful implementation will be assessed as part of the monitoring and reporting processes.

BG recognises its moral and legal responsibility to provide a safe and healthy work environment for employees, contractors, customers, visitors and the public who may be affected by our activities.

This commitment extends to ensuring our operations do not place the local community at uncontrolled risks which may result in injury, illness or property damage. Our objectives are;

- Hazard Identification, Risk Assessment & Control (HIRAC) is consistently applied to our work activities which is then documented within our risk registers, safe work method statements, permits and other processes;
- High Risk Work activities are identified, controlled, monitored and completed by trained, competent persons;
- Plant & equipment is maintained in a serviceable condition as per manufacturers recommendations;
- Emergency planning, including first aid, will be included during the risk assessment of our work activities;
- Employees are provided suitable & recurring training & instruction to maintain a high level of confidence and competency to complete their work safely;
- Communication and Consultation processes are fully implemented at the Corporate & Project levels to allow workers & other interested parties to contribute, comment and improve safety;
- Communication & consultation methods are delivered ways where persons with a reduced understanding of the English language (including reading) are effectively included;
- Welfare of employees is a focus of Management.

To achieve these objectives are targets are;

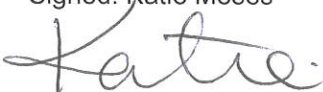
- Receive no corrective actions from any principal contractor,
- Receive no improvement or prohibition notices from SafeWork NSW,
- No workers to sustain an injury which involves medical treatment or lost time from work,
- Receive no complaints or issues from the public as a result of our work practices.

Performance against these objectives and targets will be assessed by Backam Group management during the annual review of our safety system with records being maintained.

This policy is communicated to all staff through an electronic controlled copy available on request to our management. On project sites a hard copy is communicated to workers during induction. This Policy will be reviewed annually in full consultation with workers either via the WHS Representative & WHS Committee or provided in electronic mail communications where input is sought.

Our occupational health and safety management system has been developed to the requirements and guidelines of the ISO 45001:2018 Occupational Health and Safety Management Systems.

Signed: Katie Moses



Managing Director

Dated: 28<sup>th</sup> February 2024

Backam Group	Safety Policy	Released: 21 <sup>st</sup> February 2017	Revised: 28 <sup>th</sup> February 2024	Version: 1	Approved: K Moses
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