



Health and Safety Policy



1 Objective

The PowAR Group, its Board, and Executive Leadership Team are committed to providing and maintaining a safe and healthy workplace for all workers (employees and contractors), visitors and members of the public by actively reducing the risks associated with the PowAR Group's operations. This policy is supported by the PowAR Health and Safety (H&S), and Risk Management Frameworks which enables the PowAR Group to work proactively with its employees and contractors to maintain a safe and healthy workplace.

2 PowAR Groups Commitment

The PowAR Group its Board, and Executive Leadership Team will achieve its commitment by:

- Complying with all relevant Australian Legislation and other requirements that apply to work undertaken by, or for, the PowAR Group.
- Setting and reviewing H&S objectives on an annual basis to ensure there is continual improvement to the H&S management system.
- Adhering to our Risk Management Framework for the identification and control of risks, using Hazard Identification, Risk Assessment and Control (HIRAC), to eliminate or reduce H&S risk exposure to all persons.
- Actively consulting with workers and key stakeholders on health and safety matters.
- Providing appropriate levels of H&S information, training, instruction, and supervision to workers.
- Investigating incidents and taking suitable action to reduce the risk of recurrence so far as is reasonably practicable (SFAIRP).
- Provide treatment and rehabilitation plans that ensure a safe, early, and durable return to work.
- Encouraging everyone to actively participate in health and safety and empowering all to challenge unsafe behaviours, encouraging a culture that safety is everyone's responsibility.
- Having appropriate plans and procedures in the event of an emergency or a critical incident.

Every worker undertaking any activity for the PowAR Group is expected to share in the commitment to health and safety by:

- Taking reasonable care for their own and others health and safety.
- Observing all safe work procedures, rules, and instructions.
- Ensuring that all potential and actual incidents, injuries, and risks are reported to the appropriate person.
- Properly using all safety equipment and personal protective equipment provided.
- Actively participating in and encouraging fellow workers to participate in safety improvement initiatives.

3 Monitoring and Reporting

Identify and report regularly to the Board health and safety performance, hazards, near misses, incidents and impacts, and corrective/preventative actions taken.

Where a material breach of this Policy has occurred, this should be reported as soon as practicable to the CEO, who will advise the Board as soon as possible of the cause and consequence of the breach and any corrective actions taken.

Geoff Dutailis
CHIEF EXECUTIVE OFFICER
November 2021

Cheryl Bart
CHAIR OF THE BOARD
November 2021

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