



**1.) PURPOSE**

The purpose of this policy is to provide an outline of the companies' commitment and intent to Health & Safety in accordance with legislations and customer requirements.

**2.) SCOPE**

The company Health & Safety Policy applies to all departments and subsidiaries of BGL.

**3.) REFERENCES**

All BGL Health & Safety documentation, relevant to the individual subsidiaries.

**4.) DEFINITIONS**

BGL: Brightwater Group Limited

**5.) ACTIONS AND RESPONSIBILITIES**

**5.1 Responsibilities**

**Group CEO**

The Group CEO is responsible for promoting awareness of the Health & Safety policy in each of the subsidiary companies.

**Subsidiary CEOs**

Each CEO and their management teams are responsible for:

- Ensuring that Health & Safety systems are implemented and documented.
- Endorsing Health & Safety awareness to staff, contractors and subcontractors.
- Monitoring compliance to ascertain that systems are working.
- Providing support and resource so that systems are maintained and improved.

**Health & Safety Managers**

Health & Safety managers in each subsidiary company are responsible for developing and implementing Health & Safety systems.

**6.) ASSOCIATED FORMS**

Nil

**7.) POLICY STATEMENTS**



**Brightwater**  
GROUP

## Group Health and Safety Policy Statement

Brightwater Group is committed to providing an environment that is safe for all employees, contractors and visitors by identifying, isolating and mitigating all risks.

### **Our Core Value: ZERO HARM**

Having an overriding commitment to a safe and healthy workplace.

*This will be achieved through:*

**1. LEGISLATION:**

All employees, contractors and visitors must observe, implement and fulfill the organisations statutory obligations under the Health and Safety in Employment Act 1992 and other associated legislative requirements.

**2. INVOLVEMENT OF ALL:**

Managers will promote an environment that encourages open communication and consultation between employees and H&S Representatives on all health and safety concerns, initiatives, improvements and procedures.

**3. LEADING BY EXAMPLE:**

Management will lead by example in all matters of health and safety. Safety is the number one priority. Managers and supervisors will be personally committed to the safety charter.

**4. EDUCATION:**

All employees, contractors and visitors will be educated to ensure safe work practices occur and individual site rules are understood and adhered to.

**5. REPORTING:**

Managers and H&S Representatives will ensure all employees, contractors and visitors report all work related accidents and near misses as soon as practicable. Appointed personnel will investigate all incidents immediately and take the appropriate action.

**6. SAFETY EQUIPMENT:**

The organisation will provide safety equipment appropriate for each situation.

**7. INDIVIDUAL ACCOUNTABILITY:**

It is the responsibility of each individual, irrespective of their position in the company, for their own safety and for the safety of the area under their care, including other persons in that area.

**8. PROMOTION and ENCOURAGEMENT:**

The organisation will promote the zero harm targets, encourage employee participation and provide information on health and safety to employees seeking continual improvement.

Warren Arthur. CEO Brightwater Group, April 2010.