

Health & Safety POLICY

1. Purpose

To provide an outline of Brightwater's commitment and intent to Health & Safety in accordance with legislations and customer requirements.

2. Scope

The Health & Safety Policy applies to all BE employees, contractors and sub contractors. Any variance to this Policy must be agreed and formally authorized by the CEO.

3. Definitions

BE	Brightwater, all business units.
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4. Roles and Responsibilities

Role	Responsibilities
Brightwater CEO	<ul style="list-style-type: none"> Promote awareness of the Health & Safety Policy in each of the divisions. Ensure that this policy is reviewed annually.
Health & Safety Chairmen	<ul style="list-style-type: none"> Health & Safety Chairmen in each business unit are responsible for developing and implementing Health & Safety systems.
Business Unit and Operational Managers	<ul style="list-style-type: none"> Ensure that Health & Safety systems are implemented and documented. Endorse Health & Safety awareness to employees, contractors and sub contractors. Monitor compliance to ascertain that systems are working. Provide support and resource so that systems are maintained and improved.
Managers, Team Leaders and Supervisors	<ul style="list-style-type: none"> Prevent injury. Provide safe equipment and a safe workplace. Establish and insist on safe work practices and methods all the time. Provide effective safety training. Develop personal responsibility for safety. Identify and manage all risks and hazards. Monitor employee's fitness and health.

POLICY DESCRIPTION

BE is committed to ensuring that the health and safety of its employees, contractors and visitors who enter the workplace comply with or exceed the Occupational Health and Safety Guidelines as set out in the Health and Safety Employment Act 1992.

BE is responsible for providing and maintaining an effective Health and Safety Management System, work environment, identification, assessment and control of hazards in the workplace, accurate accident/incident reporting and follow-up, adequate training to all employees and full inductions to the place of work.

Brightwater believes that:

- Every job can be done safely.
- Safety is everyone's responsibility.
- A safe operation is an efficient operation.

5. References

All Brightwater Health & Safety documentation.

New Zealand and Australian Health & Safety Legislation.

6. Policy Statements

The Health and Safety Policy Statement follows.



Health and Safety Policy Statement

Brightwater 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. ACTIVE PARTICIPATION BY ALL EMPLOYEES:

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.

2. LEADING BY EXAMPLE:

Management will lead by example (and be visible in doing so), in all matters of health and safety. Safety is the number one priority. Managers and supervisors will demonstrate personal commitment to zero harm.

3. REPORTING:

Employees must report all incidents and near hits and actively seek out and report hazards. Incidents will be investigated as determined by the Health and Safety Committee's and the appropriate action taken.

4. 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.

5. EDUCATION:

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

6. SAFETY EQUIPMENT:

The organisation will provide safety equipment appropriate for each situation. It is each individual's personal responsibility to use/wear the safety equipment provided.

7. LEGISLATION:

All employees, contractors and visitors must observe, implement and fulfill the organisations statutory obligations under New Zealand and Australian (Federal State) Health & Safety Legislation.

David Bowman
CEO
Brightwater
March 2016