



PENDOLEY ENVIRONMENTAL

Health & Safety Policy

Health and safety of our personnel is our highest priority. Pendoley Environmental is committed to:

- Providing and promoting a safe, healthy, and happy workplace for the prevention of work-related injuries and ill health.
- Continual improvement of the Occupational Health and Safety (OH&S) Management System.
- Consultation and participation of workers and workers' representative.

These commitments will be achieved through the following OH&S objectives:

- Provide a safe and healthy workplace and working conditions for all, including employees, contractors, volunteers, customers, and visitors.
- Provide training to enable all employees to work safely.
- Fulfil legal requirements and other requirements.
- Provide support and assistance to employees.
- Consult with staff, volunteers and contractors where relevant to enhance the effectiveness of procedures.
- Provide adequate resources to aid employees in fulfilling their responsibilities.
- Eliminate hazards and reduce Occupational Health and Safety risks.
- Conduct investigations into all reported incidents.
- Ensure that appropriate return to work programs are in place.
- Conduct regular reviews and evaluations of the health and safety system in place.

While at work, all employees – irrespective of their position – will:

- Take reasonable care to ensure good health and safety procedures are implemented at all times.
- Identify and support measures to eliminate or minimise unsafe conditions.
- Assume personal responsibility for their own safety and for those of other work colleagues by always operating in a safe and appropriate manner.

Kellie Pendoley PhD

Managing Director

30 August 2023