



HEALTH AND SAFETY POLICY

At Norwood we are committed to reducing and where possible, removing the risk of harm to our workers, our customers and our visitors. Our workers are our employees and contractors.

In our workplace we expect everyone to look after their own health and safety and that of other people.

Appropriate resources will be allocated to ensure that:

- Health and safety hazards and risks are managed
- Legislative requirements, regulations and any relevant codes of practice, standards and guidelines are complied with
- Effective health and safety management systems are maintained.

Rehabilitation is seen as an integral part of the recovery process for dealing with injury or illness and it is recognised that rehabilitation should commence as soon as possible following injury or illness. Every effort will be made to assist our employees to an early, safe return to meaningful and productive work.

In particular, we:

- Ensure that an effective health and safety management system is maintained, practiced and regularly audited for continuous improvement and policy integrity
- Integrate health and safety into day to day operational and management practices
- Require our Executive Team to be responsible for ensuring health and safety is effectively coordinated throughout the Company
- Require management at all levels to be responsible and accountable for the implementation of health, safety and wellbeing programmes, initiatives and practices
- Involve workers in health and safety matters and encourage their active participation in hazard identification and control
- Establish and maintain communication channels to ensure health and safety issues are discussed across the Company and that information and decisions are fed back to all interested parties
- Ensure our workers are trained for the activity they undertake, the equipment they operate, the substances they work with and perform their duties in accordance with established safe operating procedures
- Accurately report and record incidents that occur in our workplace
- Investigate serious incidents and injuries to prevent them from happening again.

All Norwood workers are expected to actively share in the commitment to health and safety.

Signed:  Date: 23/01/2020

Tim Myers
Chief Executive Officer
Norwood