

OCCUPATIONAL HEALTH & SAFETY POLICY

Instant Waste Management is fully committed to the principles of OHS and the provision of a safe and healthy work environment for all staff, sub-contractors and visitors. In addition, Instant Waste Management has an obligation to comply with relevant legislation, in particular, the Occupational Safety and Health Act 1984 and the Occupational Safety and Health Regulations 1996 which extend to employees and contractors and visitors to Instant Waste Management workplaces.

Instant Waste Management supports meaningful and effective consultation with employees, contractors and other stakeholders whose input is encouraged and incorporated into the decision-making processes regarding safety and health matters.

Instant Waste Management observes relevant Codes of Practice which must be followed unless a better way is documented and adopted. Instant Waste Management has also adopted the safety principles and practices as set out in AS/NZ4804 Occupational Safety and Health Management Systems - General guidelines on principles, systems and supporting techniques.

In order to fulfil its commitment and obligations and provide guidance on strategic direction and implementation, a risk management approach has been adopted within the Occupational Safety and Health Management System (OSHMS). Instant Waste Management also has an OSH operational plan, which is continually reviewed and updated.

Individual policies covering specific OSH issues exist separately and are included as part of Instant Waste Management OSHMS.

Instant Waste Management recognises that OSH is everyone's responsibility, therefore all of our employees and contractors have a duty of care to ensure the safety of themselves and others. Instant Waste Management OSHMS outlines the specific OSH responsibilities of management, employees and contractors.

Instant Waste Management will promote a proactive approach to safety and health. Instant Waste Management will achieve this by strict attention to all aspects of occupational safety and health through:

- the provision of safe plant, equipment and systems of work;
- safe management principles;
- structures and processes to ensure effective OSH consultation;
- clear delegation of occupational health and safety responsibilities and accountabilities;
- positive and consistent role modelling of good occupational safety and health practice at all levels;
- provision of an adequate, responsible financial budget for OSH requirements;
- provision of training;
- written operational and maintenance records and procedures; and
- rehabilitation and counselling, where necessary.