



OCCUPATIONAL HEALTH & SAFETY

Instant Waste Management is fully committed to Occupational Health & Safety (OHS) principles and provides a safe and healthy work environment for all staff, sub-contractors, and visitors. In addition, Instant Waste Management comply with relevant legislation, particularly the Occupational Safety and Health Act 1984 and the Occupational Safety and Health Regulations 1996, which extend to employees, contractors, and visitors.

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 more effective way is documented and adopted. Instant Waste Management has also adopted the safety principles and practices 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's OSHMS.

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

Instant Waste Management will promote a positive approach to safety and health, achieving this by strict attention to all aspects of occupational safety and health through:

- The provision of safe plant, equipment, and systems of work.
- Ask 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.
- Rehabilitation and counseling where necessary.

