

OVERVIEW

Reds Global is committed to the establishment of an accident free, safe and healthy workplace, safe working methods, and the provision of safe equipment. Health and safety is considered by management to be an integral and vital part of the successful performance of any job.

This policy sets out the responsibilities of Reds Global and its employees with the aim that together we can keep the workplace safe and productive. This policy has been written in alignment with current state WHS legislation and ISO 45001:2018 Safety Management Systems. This is a core policy which supports our Certified Integrated Management System.

OBJECTIVES

The overall objectives of the Reds Global approach to work, health and safety include:

- To provide a safe and healthy work environment for all our employees, contractors and other persons
- To provide safe and healthy methods of work
- To consult with workers about decisions that may affect their health, safety and wellbeing
- To provide programs of health and safety activities and procedures which are continually updated and effectively carried out
- To identify and eliminate or reduce hazards and risks to health and safety
- To identify and eliminate or reduce psychosocial hazards and risks to health and safety
- To continually monitor and improve work health and safety
- To provide education and training resources
- To comply with all relevant laws, rules, standards and codes of practice.

The Reds Global will seek to achieve this by:

- Identifying hazards, assess risk and implement control strategies to minimise risk of injury to people and property
- Identify psychosocial hazards, develop systems for management of psychosocial hazards and implement controls to minimise risk of harm to people
- Monitor and report on safety performance to our management and Director
- Ensure the relevant Acts and Regulations that apply to working conditions and the work environment are observed and enforced
- Encourage consultation in addressing safety issues
- Develop and implement safe systems of work
- Provide adequate safety information, training and supervision
- Ensure that the workplace under their control is safe and without risks to health
- Ensure that the behaviour of all persons in the workplace is safe and without risks to health
- Attempt to remedy all problems relating to occupational health and safety

Manager and Supervisor Responsibilities

All managers and supervisors are responsible and accountable for the safety of employees, contractors, and Reds Global property under their control so far as reasonably practicable.

Managers are responsible for ensuring all policies, procedures, safe work practices and safe work procedures are always followed. All managers and supervisors also have responsibilities as employees.

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Managers also have a responsibility to execute responsibilities consistent with the safety system that mitigates risks to business, specifically:

- Induction and supervision of employees and contractors
- Ensuring that a workplace safety inspection is carried out annually
- Reporting any risks in accordance with this policy
- Ensure a safe working environment
- Consultation with employees about safety.

Employee Responsibilities

All employees are required to:

- Adhere to safe work practices and Reds Global policies and procedures
- Immediately report any unsafe work practices and/or incidents
- Not misuse, damage, refuse to use, or interfere with anything provided in the interest of occupational health and safety
- Perform all work duties in a manner that ensures individual health and safety and that of all other employees
- Encourage fellow employees to create and maintain a safe and healthy work environment; and Co-operate with all other employees to enable the health and safety responsibilities of all employees be achieved.

COMMUNICATION AND CONSULTATION

Communication and consultation with employees is a significant aspect of our safe working culture.

We expect our employees to be committed to working with management in order to effectively manage health and safety on the job. Employees are encouraged to contribute to decisions that may affect their health and safety in the workplace, through contact with management and staff meetings.

We recognise that employee consultation and participation in our safety system is vital and improves decision-making about health and safety matters in the workplace. Consultation is also included in the process of risk assessments and the development of our safe work practices.

Employees of Reds Global shall be actively involved in the workplace safety system. Suggestions for change and improvements to policies, procedures or safe work practices are encouraged, through reporting to management. Regular meetings to consult and inform employees on safety issues shall be conducted through staff meetings.

Employees shall be made aware of safety issues relating to their jobs on a regular basis. The manner of doing so will vary depending upon the type of information to be conveyed. Management shall work in conjunction with employees to review and update this, and other, policies and procedures.

Jason Redman

Managing Director



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