

## URM WORK HEALTH & SAFETY POLICY

**Purpose:** URM recognises our moral and legal responsibilities to provide a safe work environment, in line with the *Work Health & Safety Act 2011*.

**URM's commitment to safety means that we will:**

- Comply with all relevant legislation, standards and policies to promote a safe and healthy workplace and working conditions for our employees, sub-contractors and other individuals judged to be within our duty of care.
- Educate, train and provide reasonable resources for all employees to work safely in accordance with our Safe Work Procedures; Toolbox instructions; Staff Memos and Industry advices.
- Take a holistic approach to incidents and accidents including taking reasonable preventative measures to assess risk and a sound and systematic *Recover at Work* Program.
- Where relevant, consult with staff and contractors to improve the health and safety of our work environment.
- Evaluate our work, health and safety performance via clear business objectives and a target of 2% annual improvement.
- Continuously improve our Work Health and Safety Management System accredited to AS/NZ 4801:2001 and as updated through regular management reviews and external site audits.

Safe conduct by our employees is our priority.

**Compliance with this policy is the personal responsibility of all URM Employees. Employees who fail in this requirement will be subject to URM's Disciplinary System.**

Our Supervisors and Company Officers have a special duty to ensure that employees perform their duties in a safe manner. Overall responsibility and accountability for WH&S and Injury Management vests with the Managing Director.

This policy is periodically reviewed in accordance with the requirements of the WHSMP.



**Anthony Johnston**  
Managing Director

**This policy is periodically reviewed in accordance with the requirements of the EMP**

**Reviewed: February 2021**  
**Next review date: February 2022**