

Workplace Health and Safety Policy

Policy Statement

Australian Transit Group Pty Ltd (ATG) will provide a safe and healthy working environment and is committed to maintaining the highest level of Workplace Safety and Health of all employees, contractors and visitors, as far as reasonably practical.

To support and demonstrate this, ATG's safety management system will meet or exceed the requirements of the Work Health and Safety Act, 2011 and relevant legislations and codes that govern Western Australia (WA), Victoria and the NT.

All employees and relevant stakeholders at each level of the organisation shall assume responsibility for those aspects of the WH&S management system over which they have control and have a responsibility for implementing this Policy in order to achieve a 'Zero Tolerance' towards hazards, incidents and accidents.

Scope

This Workplace Health and Safety Policy applies to all ATG employees, clients, visitors (including contractors), and other interested parties whilst undertaking all relevant activities and tasks associated with ATG services. The policy applies to all ATG locations, owned or rented, as well as all vehicles owned or operated by ATG employees.

Policy Aims

The aim of the ATG safety management system is to continuously improve safety and health performance through effective strategies including:

1. Maintain and continuously improve safety and health performance strategies through effective and regular planning;
2. Improve consultative and reporting mechanisms with regard to safety and health, including through education, training and on-the-job supervision;
3. Reduce the frequency and severity of safety and health risks through effective hazard management; and
4. Train, supervise, support and motivate employees in safety and health matters

The Policy Principles

To meet it's commitment, ATG will:

- Operate in accordance with the WH&S Act and it's supporting legislation and guidelines across WA, Victoria, the NT and any other Territory or State as and when applicable.
- Provide and promote the necessary resources, support and training to employees to enable them to carry out their functions safely and to achieve safety outcomes.
- Create and maintain a positive safety culture that encourages and supports all employees to apply relevant procedures and processes to protect themselves and others from harm. This includes zero tolerance for inappropriate behaviour in the

workplace, including any intimidating, aggressive or violent behaviour from employees, customers or visitors.

- Build an enduring reporting culture where risks, hazards, incidents and near misses are consistently reported, so that:
 - hazards are identified and the risk of injury assessed for each identified hazard;
 - as far as practicable, risks are eliminated or the risk to employee harm reduced;
 - a no-blame approach is adopted during investigations; and
 - those who provide services to ATG adhere to ATG safety procedures
- Develop targets and measures that demonstrate performance in accordance with minimum WH&S Legislative requirements.
- Achieve continuous improvement in safety and health through planning, monitoring, audit and review of measurable targets, objectives and initiatives
- Ensure communication, consultation and training is maintained with employees, clients, industry bodies and professionals with the view to achieving a common understanding and resolution of all WH&S issues.
- Provide high level support to the WH&S committee and nominated members, such that;
 - support and time is given to undertake WH&S related tasks; and
 - action is taken to resolve reported WH&S issues in a timely, effective and practicable manner.
- Promote innovation and learning in developing the most effective and efficient ways to meet its WH&S responsibilities.



Ben Doolan

CHIEF EXECUTIVE OFFICER

Australian Transit Group (ATG) Pty Ltd

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