

## Health and Safety Policy

***Pedders Suspension & Brakes** is committed to providing a safe, healthy, and productive working environment for all employees and visitors to Pedders worksites.*

***Pedders Suspension & Brakes** recognises its moral and legal responsibility to provide, as far as reasonably practicable, a safe and healthy work environment and is committed to the prevention of work-related injury and ill health of its workers, contractors, and visitors within its working environment.*

*The management of **Pedders Suspension & Brakes** commit to:*

- integrating health & safety into all aspects of Pedders Suspension & Brakes operations,*
- fostering and promoting a safety culture within the workplace,*
- maintaining a safe and healthy place of work by providing plant, equipment, PPE and systems of work which reduces risks to people's health and safety,*
- providing appropriate health and safety training, information, and resources to all workers, contractors, clients, and visitors,*
- consulting broadly and encouraging participation, including through ongoing and meaningful engagement, with our Work Health and Safety (WHS) representatives and during Toolbox talks,*
- offering a comprehensive employee assistance program.,*
- identifying any hazards in the workplace that may be a risk to health and safety and eliminating or controlling the risk of harm from those hazards,*
- providing a mechanism for workers to express safety concerns, incidents, near misses or suggestions without fear of reprisal,*
- establishing and reviewing measurable objectives and targets for health and safety to ensure continuous improvement,*
- implementing, reviewing and communicating health and safety policies and procedures annually,*
- supporting and assisting workers in effective injury management and rehabilitation,*
- ensuring compliance with all relevant safety legislation, regulations, codes of practice and other requirements associated with our operations is maintained,*

- *determining criteria and methods of control to ensure outsourced processes or services conform to our health and safety requirements as far as reasonably practicable.*

*All workers, contractors, and visitors are expected to:*

- *comply with health and safety policies and procedures,*
- *take reasonable care for the health and safety of themselves and others at work,*
- *report any hazards, near misses or incidents,*
- *cooperate with Pedders to enable compliance with WHS legal obligations,*
- *participate in consultative arrangements,*
- *assist management in meeting WHS targets/key performance indicators,*
- *participate in return-to-work programs,*
- *comply with all reasonable instructions from managers concerning health and safety issues at work,*
- *use equipment safely and that they correctly use all equipment,*
- *use appropriate Personal Protective Equipment (PPE) where necessary.*

*The Work Health & Safety Officer has been appointed as the management representative for the purposes of this WHS Policy. The Management Representative has the full support of Pedders Suspension & Brakes to establish, implement and maintain WHS, and other applicable regulations, standards, and guidance.*