

OCCUPATIONAL HEALTH AND SAFETY POLICY

Johnston PM & C is committed to the continual improvement of OH&S performance and will take all reasonable care to provide and maintain a working environment that is safe and without risks to health and safety for all employees, workers, external providers, clients, visitors and members of the public who may be affected by our work. It aims to be proactive in preventing workplace incidents and ensuring all work activities are done safely. This commitment extends to ensuring that the organisation's operations do not place the local community at risk of injury, illness, or property damage.

Johnston PM & C will:

- Identify and assess hazards and risks, and plan work activities to eliminate or control hazards and reduce OH&S risks using the hierarchy of controls
- Comply with relevant legislation, regulations, Codes of Practice, industry requirements and other relevant standards
- Establish measurable objectives and targets for continuous improvement, aimed at elimination of work-related injury or illness
- Establish, implement, and maintain processes for consultation and participation of workers at all applicable levels and functions
- Disseminate relevant OH&S information and consult with workers and other interested parties
- Maintain the workplace in a safe condition
- Maintain as required plant and equipment in a safe condition
- Provide appropriate instruction and training for workers
- Provide appropriate personal protective equipment (PPE) and provide information, training and instruction in the proper use and wearing of PPE including its storage, maintenance, repair or replacement protocols
- Ensure adequate facilities for all workers at the office and project sites
- Complete and maintain relevant and required documentation during our work processes to demonstrate continued consideration and compliance
- Effectively meet all requirements of, and achieve and maintain third party certification of the Management System to ISO 45001:2018 Occupational Health and Safety Managements Systems
- commit to protecting workers from reprisals when reporting incidents, hazards, risks and opportunities

It is the responsibility of all workers to avoid putting themselves or others in unsafe situations, and to follow Johnston PM & C's Code of Conduct Policy at all times.

All persons responsible for the work activities of other employees are accountable for:

- Identifying practices and conditions that could injure employees, clients, members of the public or the environment
- Controlling such situations or removing the risk to safety. If unable to control such practices and conditions, report these to their supervisor
- Making sure workers use personal protective equipment (PPE), training workers to use PPE correctly
- Making sure PPE is maintained and working properly

Johnston PM & C demands a positive, proactive attitude and performance with respect to protecting health, safety and the environment by all employees, irrespective of their position.

A handwritten signature in blue ink, appearing to read 'Gary Johnston', is written over a horizontal line.

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Signed: Gary Johnston –Director

29 November 2020

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Date