



Workplace Health and Safety Policy Statement

Max People is committed to continuous improvement to ensure that all our activities take place under a balanced allocation of organisational resources, aimed at achieving the highest level of safety performance. To assure these objectives are met, we have established an WHSMS incorporating the requirements of the current revision of, ISO45001 for Health and Safety Management

Our objective is to not only minimise our contribution to the risk of an accident as far as is reasonably practicable, but to also provide a safe and healthy working environment for employees and contractors.

We have a formal, explicit and proactive approach to safety management based on a fair and just culture, open communication, publication of safety information and a cultural environment which encourages and supports full and open reporting of safety information.

Our policy promotes commitment to:

- Establish health and safety objectives and performance criteria for all managers and work areas
- Annually review health and safety objectives and managers performance
- Encourage accurate and timely reporting and recording of all incidents and injuries
- Investigate all reported incidents and injuries to identify all contributing factors and, where appropriate, formulate plans for corrective actions
- Actively encourage the early reporting of any pain or discomfort
- Provide treatment and rehabilitation plans that ensures a safe, early and durable return to work
- Ensure that all workers are made aware of the hazards in their work areas and are adequately trained so they can carry out their duties in a safe manner
- Encourage worker consultation and participation in all health and safety matters
- Allow workers to elect health and safety representatives
- Ensure that all contracted PCBU's are actively managing health and safety for themselves and their workers
- Promote a systems for continuous improvement, including annual review of policies and procedures
- Meet our obligations under the Health and Safety at Work Act 2015 (HSW Act), codes of practice and any relevant standards or guidelines.

Each worker is expected to help maintain a safe and healthy workplace through:

- Full disclosure of any pre-existing medical conditions or injuries
- Following all safe work procedures, rules and instructions
- Properly using all safety equipment and clothing provided
- Reporting early any pain or discomfort
- Taking an active role in the company's treatment and rehabilitation plan, for their "early and durable return to work"
- Reporting all incidents, injuries and hazards to the appropriate person.

The active participation and safety commitment of all Max People employees, contractors and suppliers, supports our own health and safety as well as the safety of our assets, our business and the wider community.

Dave Mc Sorley
Managing Director

Date
05/08/2020