

## WORK HEALTH AND SAFETY POLICY

Robson Civil Projects is committed to the health and safety of our workers, our subcontractor partners and visitors who interact with our business operations by providing safe places of work.

The management of health and safety within Robson is incorporated into all aspects of business operations, as such all personnel are encouraged and expected to actively participate in health and safety initiatives for their own wellbeing and the betterment of the company.

The continual review and improvement of our operations is key to effectively safeguard all personnel, improve our safety performance, and align with the expectations and needs of relevant external parties.

The objectives of this Policy will be accomplished through:

- Visible accountable leadership and open communication at all levels to promote a strong health and safety culture to prevent injury and/or ill health
- The provision of practical and effective systems of work to meet our applicable legal obligations, client expectations and other requirements
- Strong induction and training processes to provide awareness of WHS requirements, individual obligations and a competent, informed workforce to positively impact WHS behaviours
- Consultative processes that provide opportunities for workers to have input to and ownership of safety practices that will influence behaviours & strengthen our safety culture
- Effective risk management practices that ensure hazards are identified, assessed and where practicable eliminated to reduce level of risk to our employees, subcontractors, and visitors
- Regular reviews and audits of Robson Management System processes through Management Participation practices, Focus Audits and High Risk Task Inspections for continual improvement
- The provision and management of modern plant & equipment supported by targeted training
- Setting and monitoring Key Performance Indicators for Senior and Project Management personnel targeted towards the reduction in workplace incidents, injuries or illnesses
- Thorough Incident reporting and investigation processes to determine the associated causal factors and develop effective corrective actions throughout the business to prevent recurrence
- Proactive and personable injury management practices to assist injured workers to return to their pre-injury duties as soon as possible and
- The establishment and use of procurement processes that sets out WHS obligations to our subcontractor partners and suppliers and

Robson management show commitment to this Policy through the provision of skilled resources at all levels of the business, ongoing training, and proactive interaction through our Management Participation program. It is our goal to ensure all workers leave work each day without incident or injury.

This Policy will be communicated through our induction processes and be displayed within all offices, on our projects and made available via the company Intranet and website.



**GRANT ROBSON**  
Managing Director  
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