

Health and Safety Policy

To be the leading service provider to the utility industry and adjacent infrastructure markets, Zinfra Group is committed to providing a Healthy and Safe work environment to protect our employees, subcontractors, visitors and the public who may be affected by our services.

To achieve our vision, Zinfra Group is committed to creating a culture through leadership, participation, training and development that ensures health and safety always comes first. Our vision will be effectively communicated, understood and implemented consistently via our Health and Safety Management Systems.

Zinfra Group recognises a safe work environment can be established and sustained through a united effort by management, employees and subcontractors and the active participation of all is required.

Zinfra Group is committed to achieving this by:

- **Developing, implementing and continuously improving** the effectiveness and efficiency of our Health and Safety Management Systems in conformance with AS/NZS 4801



Steve MacDonald

Managing Director
March 2015

- **Complying with applicable statutory obligations**, standards, codes of practices and other regulatory requirements relevant to the services we provide
- **Ensuring health and safety** is an integral part of our management and employee accountability
- **Ensuring work activities are carried out by competent, suitably trained people** that are equipped with the most appropriate tools required to deliver safe outcomes
- **Assessing health and safety risks** to employees or others who may be affected by our services by identifying and eliminating or minimising the risk as far as reasonably practicable
- **Consulting with employees** and others as required to ensure that their concerns and issues about health and safety are addressed
- **Establishing health and safety performance targets** and measures at all levels of our business
- **Reporting, evaluating and acting upon health and safety performance** to facilitate continuous improvement aimed at eliminating work related injury and illness
- **Communicating and sharing health and safety performance** and lessons learnt with employees and stakeholders
- **Actively identifying and implementing opportunities** to improve health and safety outcomes and promoting positive safety behaviour
- **Management will empower and support all employees** and subcontractors to understand that they have a responsibility and the right to stop work or refuse to work in situations that may cause HSE harm, and to immediately report these situations to the attention of those at risk and to management.

Zinfra Group believes all incidents are preventable and the health and well-being of employees is the highest priority. No business objective will take priority over Health and Safety.