

The Directors are committed to ensuring that Devlyn Australia Pty Ltd workplaces are, so far as is reasonably practicable free of risk to workers, subcontractors, visitors and interested persons. Where risk cannot be eliminated, Devlyn Australia Pty Ltd shall reduce the risk to *'As Low as Reasonably Practicable'*

## Commitment

The Directors are committed to the effective implementation of this Work Health and Safety Policy and to the continual improvement of the company's Performance.

Together we aspire to achieve an incident and injury free workplace. Our fundamental belief is that incidents and injuries can be prevented. Responsibility starts with each one of us, and as such we will consult and cooperate with employees in decisions that affect workplace health and safety.

## Actions

To meet our Work Health and Safety commitments under the Western Australian legislation, the Directors will:

- Set measurable and achievable objectives and targets;
- Develop, implement and maintain effective management systems; and
- Comply with relevant industry standards and legal requirements.

## Objectives

Devlyn Australia Pty Ltd's principal objectives are to:

- Provide a safe place of work for all employees of the company, subcontractors and members of the public during our activities.
- Provide staff and subcontractors with guidance and training in the identification, assessment and control of hazards in the workplace and disseminate Health and Safety information to employees, subcontractors and visitors to our workplaces.
- Provide and maintain safe plant, equipment and systems of work, including safe storage and handling of hazardous substances.
- Consult with employees and contractors on health and safety issues and enable them to contribute to decisions that may affect their health, safety and welfare at work.
- Engage our stakeholders to build relationships based on honesty, openness and mutual trust and share responsibility for meeting the goals of our Health and Safety policy.
- Promote and foster a supportive and safe culture and ensure that employees and subcontractors are aware of their responsibilities for Health and Safety in areas under their control.
- Record any specific issues and hazards identified during the planning stages for each project by carrying out a risk analysis and incorporating responsibilities, processes and controls to eliminate or manage these hazards and risks.
- Ensure that safety standards required for each project are met and compliance is attained from commencement until the completion of the project, by having each contractor submitting risk assessments, induction certificates, and applicable SWMS prior to work commencing.
- Investigate the cause and take corrective action for incidents regardless of whether they have caused injury or not.
- Regularly measure, publish and continuously improve our safety performance.

The co-operation of all employees and contractor's on Devlyn Australia Pty Ltd sites is required as a contribution to health and safety and the implementation of this policy. This policy will be reviewed annually in consultation with employees.



Tim Lynch  
Director  
1 July 2021



Mitchell de Vries  
Director  
1 July 2021

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NOTE: This document is deemed UNCONTROLLED when printed