

BGC Workplace Health and Safety Policy

Introduction

BGC Australia Pty Ltd ('BGC') is committed to creating a safe and high performing organisation. We commit to delivering a workplace which prevents work-related injury or ill-health of our workers, contractors, and visitors.

Our commitment to Health and Safety, reflects BGC's core values. This means we do what is right, we get things done, we are accountable, we work better together, and we continuously improve.

About this Policy

At BGC, we are committed to ensuring that work is carried out to the highest standard, and in a manner where people are not exposed to uncontrolled risk.

The following measures demonstrate BGC's commitment to continuous improvement.

1. Adopting a BGC wide approach to health and safety risk management.
2. Empowering our workers and contractors to speak up, by actively consulting with BGC people, contractors, Safety Representatives, and external stakeholders on issues that affect Work Health & Safety (WHS).
3. Ensuring compliance with applicable laws, statutory obligations, and regulations.
4. Providing leadership, information, instruction and training to manage work with safe, efficient and productive outcomes.
5. Setting measurable objectives and targets to improve and sustain HSE performance by regularly auditing practices and processes to assess their continuing effectiveness.
6. Developing processes to identify opportunities and implement improvement.
7. Eliminating and minimising hazards and risks through a systematic and pro-active assessment.
8. Reporting, investigating, and correcting root causes of WHS incidents.
9. Setting consistent WHS standards and expectations for BGC contractors and sub- contractors.
10. Providing a work environment which values and supports the physical and mental wellbeing of BGC workers at all levels.

BGC Workers and Contractors

BGC workers and contractors are required to:

- adhere to BGC's safe work requirements,
- report unsafe work conditions, behaviours, incidents, and injuries immediately,
- work in a manner that ensures safety for themselves and others,
- use personal protective equipment as instructed,
- use and maintain tools, plant and equipment safely,
- report for work in a fit state both mentally & physically, and
- comply with any policy, procedure and direction which impacts health and safety in the workplace.

Senior Management

Senior managers are expected to:

- lead by example by visibly enacting the requirements of this Policy and BGC's core values.

- identify and promote safe behaviours.
- allocate adequate resources to achieve policy objectives.
- hold all workers accountable for their contribution to this policy.

Working Better Together

At BGC we believe that work health and safety related incidents are preventable.

Responsibility for the application of this Policy rests with everyone at BGC.

Review

All BGC policies and procedures are subject to periodic review to ensure that they meet best practice standards and drive continual improvement.

*This Policy has been approved and authorised by: Daniel Cooper,
CEO BGC Australia.*