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## WORKPLACE HEALTH AND SAFETY

HDS Australia is committed to providing safe and healthy workplaces and to ensuring that its activities are not harmful to company and contract personnel, sub-consultants, clients or the general public. The company is committed to compliance with current Work Health and Safety (WHS) legislation applicable to the states and territories in which we operate.

We have developed and are continually monitoring and improving a WHS system to facilitate:

- Recognition of the company's duty of care to all persons in the workplace;
- Compliance with WHS and Workers Compensation legislation along with any relevant Standards and Codes of Practice, as well as all relevant company policies and procedures that affect safety in the workplace, as far as is reasonably practicable to do so;
- Ensuring Persons Conducting a Business Undertaking (PCBUs), as well as all other officers and workers, are accountable and responsible for WHS performance;
- Adoption of a pro-active, risk managed approach to WHS and Injury Management for the company through the identification of hazards, risk assessment and elimination or control of the risk through risk management and consultative methods;
- Setting of meaningful measurable objectives and targets aimed at eliminating and controlling hazards;
- Provision and maintenance of operations, premises, equipment, plant and substances that are safe and without risk to health at all locations where company personnel operate;
- Effective internal and external consultation between all workers and interested parties;
- Effective communication on WHS issues to all workers and interested parties;
- Provision of such information, instruction, training and supervision as may be necessary to ensure the health and safety at work of all our workers;
- Use of appropriate internal and external expertise when required;
- Currency of information and robust controlled documentation and records management;
- Provision of adequate information and instruction for all PCBUs, workers and visitors; and
- Ensuring expeditious return to work of any injured workers to pre-injury duties with effective rehabilitation including consultation for rehabilitation and equitable claims management, all in accordance with the company's injury/accident management procedure.

The Directors of HDS Australia acknowledge that we have overall responsibility for guaranteeing a safe workplace and encourage the support and contribution of all workers.

**JOHN OLSON**  
Director

**SIMON CHARTIER**  
Operations Manager