

Occupational Health & Safety Policy Statement

Issue Date: 16/01/09 • Version 1.00

Commitment

The Gerard Lighting Group (GLG) is committed to providing a safe and healthy workplace and eliminating any conditions or hazards that could result in personal injury or ill health. The GLG will do all that is reasonably practicable to ensure health and safe working practices, including ongoing communication and awareness, active reporting of hazard and incidents, continuous learning from experience and flexible decision-making in managing workplace risks.

Precedence

The GLG requires that workplace health, safety and welfare be accepted as essential elements of effective operations that must not be compromised by production demands.

Accountability

Senior Executive Management is accountable for the GLG's overall OHS performance. This includes providing leadership, direction, resources and support, to ensure the GLG's workplaces are safe and without risk to health, in consultation with employees.

Responsibility

Managers and Supervisors are responsible for implementing the GLG's OHS policies and for proactively addressing issues that may adversely affect OHS performance or the wellbeing of people at GLG sites.

Co-Operation

Employees are required to co-operate fully with management on health and safety matters and are not to interfere with or misuse anything provided in the interest of OHS. They are responsible for their personal safety and that of others who may be affected by their acts or omissions.

Consultation

The GLG will consult with management and employees on the development, implementation and improvement of its OHS program.

Compliance

The GLG's intention is to comply with all Occupational Health and Safety Acts and their associated regulations to ensure the health, safety and welfare of employees, contractors and visitors at its sites.

Responsibilities

Management

Management within the GLG acknowledges that management has the primary legal responsibility for the health and safety of people who work under their direction.

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Management will make sure that OHS responsibilities are appropriately defined and delegated, and that managers and supervisors receive the necessary training and resources to carry out these duties. All managers and supervisors in the GLG are required to provide and maintain a working environment that is safe and without risk to health. To carry out this responsibility, managers and supervisors must:

- Implement GLG OHS policies and procedures effectively.
- Identify and assign occupational health and safety duties to appropriate employees.
- Consult with employees and take account of their views in decisions that impact on their health, safety and welfare at work.
- Regularly review and update OHS arrangements.
- Inform, train and supervise GLG employees to enable them to understand and follow safe working procedures.
- Investigate and report on all OHS incidents and accidents so that weaknesses in the GLG's OHS system are identified and corrected.
- Monitor current OHS performance and strive to achieve a steadily improving standard of OHS performance.

Employees

Employees in the GLG have a legal responsibility to actively contribute towards maintaining a healthy and safe workplace.

To do this employees must:

- Work safely at all times to protect their own health and safety, and the health and safety of everyone with whom they work, and any other person who is at the worksite.
- Report to their supervisor any hazards they come across in their working day.
- Co-operate with all safety programs being implemented by the GLG, and follow specified safe systems of work.
- Participate in OHS consultation and training initiatives, and use personal protective equipment and clothing that is specified for their work and supplied by the GLG.

Management of the GLG seeks co-operation of all employees in realising our OHS objectives and in creating a healthy and safe working environment.

The occupational health and safety policy will be reviewed in 2010.