

OCCUPATIONAL HEALTH & SAFETY POLICY

Infrared Services (IRS) believe that 'employee Occupational Health & Safety (OHS) is the priority value' in everything we do and as such, the management team is committed to the philosophy that all accidents are preventable and that all work can be conducted in a safe manner.

Any and all processes that cannot be carried out safely must cease immediately if the health and welfare of our people or the public cannot be assured. The management team remains committed to providing and maintaining a healthy and safe working environment for now and into the future. And we as leaders accept responsibility and accountability for the safety and health of our people and the public who may be affected by our operations and facilities.

Consistent with this, Infrared Services will make a commitment to;



- > Establish measurable objectives and targets to ensure continued improvement aimed at the elimination of work-related injuries and illnesses; and
- > Provide adequate resources to meet OHS commitments, which include the training and education of our people.
- > Recognise and manage appropriately psychological and psychosocial risks within the workplace
- > Provide and maintain healthy and safe workplaces, safe plant and systems of work for the prevention of work related illness or injury.
- > Mitigate the risk of injury by implementing safe systems of work to; identify, assess, implement control and manage hazards and risks by taking appropriate actions whilst considering the variable nature of workplace activities and related health and safety risks.
- > Provide written procedures and instructions to ensure safe work practices.
- > Comply with health and safety legislation, regulations, standards and other safety requirements and where there is legislation that does not exist or fully apply, Infrared Services will endeavour to approach such situations in a manner which will reflect the businesses commitment to health and safety.
- > Communicate and consult with employees and subcontractors in the development of health and safety policies and procedures, to which will include safe systems of work and the decision making process regarding the management of risks in the workplace.
- > Encourage the participation of all employees to; commit to, add to and take part in all aspects of the occupational health and safety part of the Integrated Management System (IMS) to ensure ongoing and continual improvement of the system.
- > Monitor and review health and safety management performance and trends. This will include regularly auditing the occupational health and safety part of the Integrated Management System (IMS) to assess effective implementation and maintenance of this OHS Policy, as this will assist in identifying and responding to opportunities for improvement in the future.
- > Ensure that effective injury management, support and rehabilitation is provided for all injured employees.

The success of this policy is dependent on effective consultation, communication and participation of employees and management in making a genuine commitment to the implementation and continual improvement of the Integrated Management System (IMS). The management team furthermore believe that all Infrared Services employees and key stakeholders have an obligation to comply with this policy to ensure its successful outcome and as such, this policy will be reviewed annually and revised as necessary.

This policy will be enacted by:

- > Posting in a prominent location at head office
- > Provision to all current employees
- > Provision to all new employees as part of the induction process
- > Be made available to the general public and clients

Infrared Services Management Team


Liam Mitchell (General Manager)
5th January 2023
Neil Otway (Operations Manager)
5th January 2023