

## Work Health and Safety Policy

Bernipave Pty Ltd is a private Australian owned company, based in New South Wales with services operating primarily across Sydney and the north and south coast. Bernipave operations include the provision of civil road maintenance and restoration services including the supply, laying and paving of asphalt and concrete surfaces and associated services for State, Local Government bodies and Private Clients.

Bernipave is committed to providing a safe and healthy work environment for all workers which includes employees, sub-contractors, contractors and other parties affected by our operations. We are committed to the continual improvement of our health and safety performance through the implementation of an effective WHS management system. This management system including this policy applies to all Bernipave operations and workers across all Bernipave sites.

### Objectives

- Ensure our health and safety management system is appropriate to the nature and scale of Bernipave operations and specific risks and is adapted for relevance at all Bernipave sites.
- Comply with all relevant work health and safety legislation, regulations, standards, codes of conduct and other requirements placed upon Bernipave.
- Develop and implement safe working practices that are supported by documented and audited standards and procedures.
- Management commitment to the establishment of measurable WHS objectives and targets to measure, report, reassess and continually improve our work health and safety performance aimed at the elimination of work-related hazards/risks, injury and illness.
- Keep the workplace in a safe and healthy condition.
- Provide adequate training to all workers with respect to their responsibilities for safety to ensure they can competently perform their duties.
- Provide information to all workers including sub-contractors and visitors that inform them of health and safety issues relevant to Bernipave operations.
- Provide rehabilitation assistance to encourage a safe and timely return to work for recovering workers.

### Responsibilities

#### Top Management will ensure that:

- Exercise due diligence to ensure the health and safety of key stakeholders including workers, subcontractors, customers and the general community.
- Provide the appropriate human resources, skills, technology and financial resources to ensure our work health and safety objectives can be met.
- Implement a WHS management system that complies with all relevant legislative, regulatory, standards and other requirements imposed on Bernipave.
- Consult with workers on all issues that may impact on their health, safety and well-being.

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**Workers will ensure that they:**

- Comply with all WHS legislation, Bernipave WHS policies, procedures and management instructions.
- Work safely at all times to ensure their acts or omissions do not adversely affect the health and safety of themselves or others.
- Report all hazards/risks and incidents as soon as practicably possible.
- Participate in WHS training, consultation and initiatives to continually improve work health and safety outcomes.

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Director

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Director

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