

At Major Projects Group, we are committed to creating a safe and healthy work environment, ensuring that all workers return home safely, without injury. This policy aligns with the requirements of ISO 45001, emphasising leadership, worker participation, risk management, and continual improvement.

## Our Commitment

Major Projects Group are dedicated to preventing workplace injuries and illnesses through proactive risk management and continuous improvement of our safety management system. We encourage open communication and worker involvement, ensuring that health and safety concerns are addressed promptly. Our goal is to foster a Just Culture, where workers feel empowered to report hazards without fear of blame, and reckless misconduct is addressed appropriately.

Our commitment includes:

- Compliance with all applicable WHS legislation, regulations, ISO 45001 standards, and client requirements.
- Regularly reviewing and updating our safety management system to maintain its effectiveness and relevance.
- Actively engaging workers in the decision-making process to improve safety performance.

## Our Strategies

To achieve our WHS objectives, we will implement the following strategies:

- Identify and control hazards through risk assessments, prioritising risk elimination where possible, and implementing effective control measures.
- Facilitate injury management and rehabilitation plans for injured workers, ensuring early intervention and suitable duties for a smooth return to work.
- Provide ongoing training, information, and supervision to ensure workers understand how to perform their tasks safely.
- Foster a culture of continuous improvement by setting measurable WHS objectives and targets, reviewing them regularly to enhance safety performance.

## Leadership Responsibilities

Leaders at Major Projects Group play a key role in ensuring the effectiveness of our WHS management system. Their responsibilities include:

- The Managing Director is responsible for the implementation and monitoring of this policy.
- Establishing and maintaining a safe work environment by integrating WHS considerations into all operational processes.
- Regularly consulting with workers to ensure risks are identified, assessed, and controlled.
- Providing the necessary resources for implementing and maintaining a safe and compliant workplace, including appropriate facilities, tools, and equipment.
- Monitoring and reviewing the effectiveness of WHS policies and procedures, ensuring compliance with ISO 45001 and legal requirements.
- Managing incidents and implementing corrective actions to prevent recurrence, including recording, investigating, and reporting incidents to the relevant authorities.

## Workers Responsibilities

All workers are responsible for:

- Taking reasonable care for their own health and safety, as well as the safety of others who may be affected by their actions.
- Complying with WHS policies, procedures, and instructions provided by management and health and safety representatives.
- Reporting hazards, incidents, or unsafe conditions as soon as they are identified.
- Participating in WHS training and consultation processes to ensure safety is maintained throughout the organisation.

Paul Adams  
Managing Director

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