



## HEALTH AND SAFETY POLICY

A core value of Heron's business is the health and safety of our people and we will provide the leadership and resources to effectively manage this in the workplace. Fundamental to this policy is the belief that all incidents that have the potential to cause harm to our people are preventable.

There is no other more important asset to our business than our people and Heron is responsible for providing a safe workplace and controlling workplace risks. To achieve this, Heron will operate a risk based management approach through the identification of hazards, assessment of risk, consultation, application of effective control measures and regular training.

Health and safety is also a shared responsibility of all our people including employees, contractors, visitors and suppliers and it is through the collective efforts and actions of our people that will result in the identification and effective control of workplace risks.

Heron is committed to continually improving health and safety performance and preventing workplace injury and illness through:

- Maintaining an effective Safety Management System as an integral part of our management approach;
- Leadership that ensures our standards are implemented and upheld;
- Providing the necessary information, resources and training to our people;
- Identifying, assessing, and controlling all hazards and risks associated with our activities;
- Ensuring effective communication, involvement and participation of all of our people;
- Engaging with our people in decision-making through consultation;
- Empowering our people to stop work if conditions place themselves or others at risk;
- Ensuring systematic reporting, measurement and review of safety performance indicators and using this information to refine and improve our safety management; and
- Complying with all relevant Safety Legislation, Codes of Practice and Australian Standards.

A key measure of success is our people going home each and every day healthy and safe.

Tim Dobson  
CEO  
6 April 2020