

NATURAL STATE

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Workplace Health and Safety Policy

Natural State provides a range of land management, natural area restoration, project management and consulting services in Tasmania.

Natural State puts a high value on health and safety, recognising that health and safety is the responsibility of everyone in the workplace, and therefore all employees, contractors and visitors are expected to work and behave as safely as reasonably practicable. Safety should never be compromised on any job. Although accidents may happen, the chance of harm to people and property can be minimised through preventative action, ongoing identification of potential risks and hazards, putting into practice appropriate control mechanisms, and learning from and improving upon our own and others' experiences.

Natural State encourages a culture of safety; and we will undertake a considered and transparent risk management approach when making business decisions. To meet the objectives of this policy, we are committed to regular discussions with employees/subcontractors to ensure that health and safety issues are regularly reviewed.

Managers/Supervisors must ensure:

- Effective implementation of this policy.
- Their responsibilities under the *Work Health and Safety Act 2012* and *Work Health and Safety Regulations 2012* are met.
- Agreed procedures for regular discussion between the owner/manager and employees/subcontractors are followed.
- Regular workplace inspections are conducted.
- Information, training and supervision for all employees/subcontractors in the correct use of plant, equipment, chemicals and other substances used, is provided.

Employees/Subcontractors:

- Have a duty to take care of their health and safety and that of others.
- Must comply with safety procedures and directions.
- Must not willfully interfere with or misuse items or facilities provided in the interest of health and safety.
- Must inform the Operations Manager of dangers and accidents and near accidents occurring at the workplaces.
- Must adhere to the workplace drug and alcohol policy.

Visitors and contractors:

- Must not put themselves or any of our/their employees at risk.
- Must abide by our/their safety policy and rules.
- Not enter restricted areas without permission.

This policy will be regularly reviewed. Management seeks cooperation from all employees / subcontractors / visitors / clients in realising our health and safety objectives and creating a safe work environment.

Matt Rose
Manager

Date: January 2025

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