

Occupational Health and Safety Policy

1 Purpose and Scope

The Buckeridge group of companies (BGC) is committed to preventing injury or ill health to its employees, subcontractors and visitors by providing safe and healthy working conditions. The BGC group includes BGC (Australia) Pty Ltd, Esther Investments Pty Ltd and all their related subsidiaries, body corporates and trusts.

This Policy applies to all BGC personnel, including employees and contractors, in relation to managing health and safety across all BGC workplaces.

2 Responsibilities

Management shall ensure that work is carried out in a manner such that personnel are not exposed to unnecessary hazard or risk.

All employees and contractors are required to:

- adhere to BGC's safe work objectives, instructions and practices;
- immediately report unsafe work equipment and practices to their Manager;
- perform work in a manner that promotes safety for themselves and other persons;
- use personal protective equipment when required; and
- not intentionally damage or misuse safety equipment.

3 Policy

This Policy is an integral part of BGC's commitment to the safety and health of its workers and is intended to ensure that BGC activities are performed in a manner which protects the Safety and Health of employees and the general public. BGC will achieve this by:

- determining measurable objectives and targets to assist in improving our health and safety performance;
- ensuring compliance with applicable laws, statutory obligations and regulations;
- providing a level of leadership and training to ensure that work is planned and managed in order to achieve a safe, efficient and productive outcome;
- consulting with our people, contractors and interested parties on issues that have the potential to affect their Health and Safety;
- proactively seeking to eliminate hazards and reduce risks through a systematic risk identification and assessment process;
- undertaking regular audits of safety practices and processes;
- investigating incidents and acting to prevent the possibility of re-occurrence; and
- committing to continual improvement and identifying opportunities in health and safety through, open reporting, consultation and effective analysis of our performance and leadership.

4 Review

This Policy will be reviewed annually and revised as required to maintain relevance, effectiveness and appropriateness to our business.

5 Compliance

Failure to comply with the requirements set out in this Policy or with any relevant health and safety law or regulation is considered to be a serious disciplinary matter.

Depending on the seriousness of the violation, the employee may be subject to disciplinary actions, up to and including dismissal. Violations of federal or state laws will result in referral to the appropriate legal authorities.

6 Approval

This Policy has been approved and authorised by:



Daniel Cooper
Chief Executive Officer
9 March 2020