



**Your Trusted Lifting
& Rigging Specialists**

HEALTH AND SAFETY POLICY

A Noble & Son Ltd (Nobles) is committed to the provision of a safe and healthy workplace for all its employees and other parties associated with its business. Our commitment is to create an environment where safety will be recognised as a critical success factor in our day to day and long term business objectives.

Management will ensure that the company meets its obligation to comply with relevant National and State legislation including relevant Australian Standards and other requirements.

To assist the company to meet its obligations, Nobles maintains a Health and Safety Management System that is certified to AS/NZS 4801. Employee conformance to this system is a condition of employment.

Noble's prime health and safety objective is to eliminate work-related injury and illness through proactive hazard management. This is achieved via measurable goals and targets to ensure continual improvement. Targets are set for injury prevention and training is undertaken with the aim of achieving zero injuries and for all employees to believe that incidents are preventable. Provision of adequate resources to ensure that health and safety objectives are met forms part of Noble's management planning and review processes.

Consultation and Communication with employees is an integral part of the Health and Safety Management System.

Accountability and Responsibility for health and safety is defined in Job Descriptions for employees. Breach of this policy will be considered as misconduct and involve disciplinary action in accordance with Noble's Just Culture Process.

The Managing Director has ultimate responsibility for the implementation and review of this policy and the delegation of health and safety management responsibilities.

Managers and Supervisors

Are responsible for:

- The effective implementation of this policy and ensuring the work environment is safe and without risks to staff, contractors and visitors, in relation to their area of responsibility
- Complying with Work Health and Safety legislation, regulations and Australian Standards
- Maintaining consultation with employees and those with designated and elected responsibilities
- Ensuring hazards are identified, assessed, controlled, registered & reviewed in consultation with employees
- Providing training to their employees to satisfy health and safety requirements.

Employees and Contractors

Are responsible for:

- Complying with policies, procedures, instructions and training that is provided and to carry out their work in a manner which does not affect their safety or the safety of others
- Co-operating with management and those with health and safety roles
- Reporting unsafe conditions, and immediately reporting all incidents and injuries (in any case no longer than 24 hours) so that corrective action can be taken
- This policy is reviewed on an annual basis, and will be made available to the public.

Guy Roberts

Managing Director, A. Noble & Son Limited

07 May 2018