



Workplace Health and Safety Policy

Guidelines / Legislative Compliance

Corporate Protection Australia Group (CPAG) will develop and maintain compliant WHS Systems in accordance with the relevant state work health and safety legislation and regulations, and the relevant health and safety legislation for countries of operation.

CPAG will also develop and maintain WHS Systems in alignment with AS/NZS 4801: 2001 OHS Management Systems, other relevant standards and relevant codes of practice. CPAG will work with the WHS Regulators in all states to ensure compliance is maintained as well as the continuous improvement, including development of a 'safety culture'.

Policy Statement

CPAG is committed to a safe, incident free work environment for all our employees, contractors, consultants & visitors. We will lead, guide and coach our team to adopt a systematic risk management approach to work health & safety, and embrace the principles of zero harm & continuous improvement to further develop a culture of safety.

We encourage innovation and consultation to develop practical & effective approaches to workplace health & safety. CPAG are committed to supporting the Workplace Health and Safety Systems of all our clients, to achieve their WHS Goals and Objectives.

Policy Objective

The aim of this policy is to ensure that a safe working environment is achieved and maintained through;

- continuous improvement of our Workplace Health, Safety, Environment and Community Management Plan;
- adopting a risk management approach to workplace health and safety at all levels of our Group by:
 - Identifying hazards - Using Group Risk Assessments, Hazardous Observations (HAZOB's), Take 5's, SWMS, & Workplace Inspections
 - Assessing hazards – Using Group Risk Assessments, Hazardous Observations (HAZOB's), Take 5's, SWMS & Workplace Inspections
 - Developing and implement controls – Using Group SWMS, Safe Work Procedures, Education, Training & Toolboxes, CPAG Communication Strategies
 - Reviewing and monitoring those controls – Using Group Safe Behaviour Observations, Field Audits, Targeted Audits
- adopting a quality management approach which aligns to the International Standards ISO 9001;
- effective leadership, management & supervision processes for all Group employees, contractors, consultants and visitors;
- further developing strong consultative processes at all levels of our Group;
- developing effective competency based education & training processes;
- fostering a culture of safety that recognises the value of reporting incidents and hazards and reviewing to learn and improve;
- setting health and safety objectives and targets at all levels of the organisation that are specific, measurable, achievable, realistic and time bound;
- effective review and monitoring of our WHSEC System, processes & performance;
- engaging with stakeholders who share our commitment to health and safety;



Scope

This policy applies to all CPA Group employees, contractors and sub-contractors, consultants and visitors.

Review

This policy and the associated WHS Procedure shall be reviewed annually.

Measurements

We will measure our WHS performance using some or all the following indicators;

Proactive Indicators

- Developed Safe Work Policy & Procedures
- Documented Safety Training
- Documented Risk/Hazard Assessments
- Documented SWMS
- Completed Take 5/SLAM's
- Safety Committee meetings (Percentage of attendees)
- Toolbox Talks Delivered
- Hazardous Observations or Job Hazard Analysis
- Random Drug & Alcohol Tests – Aiming to produce negative results
- Hazob's - Proactive Completed to Identify Issues
- Supervisor or Management Lead Compliance Audits – e.g. Field Audits
- Workers Compensation – Cost Reduction

Outcome Indicators

- Accident/Injury Reports
- Medical Treatment Injuries
- Lost Time Injuries
- First Aid Treatments
- Completed HAZOB's – Near Miss Result
- Random Drug & Alcohol Tests – Resulting in a non-negative result
- Workers Compensation – Cost Increase
- Annual Leave Thresh hold breaches
- Provisional Improvement Notices

Marc Prospero
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