



# OHS Policy

Talco Group is committed to maintaining the highest standard of health and safety in relation to all work activities undertaken, to provide a safe and healthy workplace for all our employees, subcontractors, co-workers and visitors.

Through commitment to the principles below, our shared goal is the elimination of all hazards, practices and incidents that can result in personal injury, occupational illness or damage:

- Maintain the total involvement and commitment of all Talco Group employees to achieve an accident free and healthy workplace.
- Proactively seeking to eliminate unacceptable risks through a systematic risk assessment process that is an integrated part of day-to-day operations.
- Providing a level of leadership and training to ensure that work is managed and performed safely.
- Providing an open communications system for the distribution of information to all our employees and other interested parties as identified.
- Maintaining zero tolerance to all forms of discrimination, harassment and bullying in the workplace.
- Compliance with Occupation Health, Safety & Welfare Act 1984 and other relevant legislative requirements.
- Conformance to AS/ NZS ISO 45001 and other relevant Standards, Codes and Regulations.
- Using advanced technology and encouraging innovative work methods through continuous improvement to decrease exposure to potential hazards in the workplace.
- Setting measurable safety performance standards and clearly defined codes of practice.
- Auditing safety performance internally and externally in all areas of the company.
- Ensure that Talco Group employees and contractors are informed of and understand this policy and their obligations regarding health and safety.

The operations of this policy and the identification of safety training requirements for employees will be monitored by the undersigned having overall responsibility for the health, safety and wellbeing of our workforce.

**Pat Nicholson**  
**Director**  
**February 2021**