

## OCCUPATIONAL HEALTH & SAFETY POLICY

Sika Australia Pty Ltd is committed to promoting and encouraging best practice to ensure a safe and healthy workplace. Accident prevention and the safety of employees and visitors are vitally important issues for the management of Sika Australia Pty Ltd.

Sika Australia Pty Ltd recognises the importance of providing all employees and persons, who may be affected by the operations of the organisation, with a safe and healthy environment. Our business objective is to minimise the number of incidents and through the continuous improvement process achieve and maintain a zero harm working environment. To achieve this objective management is committed to provide all appropriate resources and an occupational health and safety management system that contains the necessary tools and procedures to facilitate the success of this business objective.

The organisation shall at all times undertake the following:

Comply with all relevant Occupational Health and Safety legislation, Codes of Practice and appropriate Standards,

- ▲ Maintain OHSAS 18001 and AS 4801 Management System certification,
- ▲ Provide and maintain specific health and safety systems that are designed to identify, assess and control hazards and risks associated with company activities. When practicable, identified hazards and risks shall be eliminated; if however elimination is not practicable then the hierarchy of controls shall be followed,
- ▲ Provide a forum that actively promotes consultation and involvement of all employees to achieve the organisations OHS objectives. This is through relevant OHS Committees and workgroup representatives,
- ▲ Provide training, education, information and work instructions to enable employees and management to perform their work in a safe and healthy manner.

Further to the above the organisation shall:

- ▲ Hold accountable all management and supervisors with the responsibility for the safety of employee, contractors and company property under their control. Managers and supervisors are responsible for ensuring all regulations, procedures and safe work practices are followed at all times in all operations of the organisations activities.
- ▲ Require all employees to follow company safety requirements and relevant regulations, procedures and safe work practices. Employees are also required to maintain a clean and orderly work area, report all injuries and safety hazards, and actively participate in safety improvement activities.
- ▲ Ensure all contractors and sub-contractors engaged by the organisation comply with this policy, health and safety system requirements, rules, legislation or any other such protocols deemed necessary during their engagement.



**Miljan Gutovic**  
General Manager

Date Implemented: 21 August 2014

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