

HB Group (Qld) Pty Ltd is committed to ensuring our workers and visitors remain free from risk to their health and safety at work. We are committed to continual improvement of safety performance and the elimination of workplace injury and illness. To deliver on our commitment to health and safety in the workplace, we are bound by the Work Health and Safety Act 2011 as amended by the Work Health and Safety and Other Legislation Amendment Act 2024 and the Work Health and Safety Regulation 2011 as well as the supporting Codes of Practice. As a provider of on-hire services, we understand the importance of working with all stakeholders to achieve our health and safety objectives.

Objectives

The objectives of this policy are to ensure, as far as reasonably practicable:

- risks to work health and safety are controlled through the engagement of all stakeholders in a culture of safety;
- safe systems of work are provided and maintained at all times in all workplaces;
- workers are provided with information, training, instruction and supervision needed for them to work safely and without risks to their health;
- the health of operational and on-hire workers and the conditions of the workplaces where they work are monitored;
- adequate facilities are provided for the welfare of our workers;
- health and safety policies and procedures comply with legislative requirements; and
- safety performance is continually reviewed and improved.

Responsibilities

HB Group is responsible for, as far as reasonably practicable:

- ensuring the health and safety of workers and other persons is not put at risk from work carried out as part of the conduct of the business;
- effective implementation of the Work Health and Safety Management System (WHSMS) driven by senior management;
- providing appropriate level of resources to the WHSMS;
- defining the key WHS management system responsibilities and communicating these to the relevant personnel;
- provision of adequate information, instruction, training and supervision to enable workers to carry out their tasks safely;
- maintaining effective communication and consultation including consultation, cooperation and coordination with key stakeholders on health and safety matters; and
- ensuring systems are in place to allow for consultation and the identification and resolution of work health and safety issues.

Officers (senior managers) are responsible for exercising due diligence, by taking reasonable steps:

- to keep abreast of work health and safety requirements and matters;
- to gain an understanding of the operational risks to which workers may be exposed to;
- to ensure the company has appropriate resources to effectively manage operational risks;

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- to ensure the company has adequate processes in place to gather and consider information regarding hazards, risks and incidents and responding to those in a timely and effective manner;
- to ensure the company implements, monitors and verifies the effectiveness of processes for complying with duties of the company under the relevant health and safety legislation;

Operational workers and on-hire workers are responsible for:

- following all work health and safety policies and procedures;
- ensuring their own and others health and safety is not affected by their actions;
- working with host employers and business partners to achieve the objectives outlined in this policy; and
- reporting all incidents including unsafe work practices, hazards, near misses and injuries.

As a provider of on-hire services, HB Group is committed to effective consultation and engagement with workers on work health and safety matters. We recognise that we share a primary duty of care with host organisations in regards to our on-hire workers and therefore we are committed to consult, cooperate and coordinate activities with hosts to produce the required health and safety outcomes.



Anne Selman
Managing Director

21/10/2024

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