

Our Commitment

Vertech Group and its Business Units hold people and their safety at the core of our business. We are committed to providing systems and procedures that promote a safe and healthy working environment for all employees, clients, contractors and visitors.

We recognise that an individual's role and their ability to work safely can be affected by many factors including the amount of rest periods between work shifts; the duration of work shifts; overall physical, mental and emotional fitness of the individual; the use of alcohol and the use of prescribed or non-prescribed medication or drugs.

Fit for work means individuals are in a state physically, mentally and emotionally, that allows them to perform their work competently and in a manner that doesn't affect their own or others health and safety.

Our Objectives

The objectives of Vertech Group are to provide and promote a safe working environment by:

- ✔ Ensuring employees are fit for work;
- ✔ Improving and maintaining Vertech's ability to meet its duty of care responsibilities;
- ✔ Improving and maintaining an awareness of Fitness for Work responsibilities amongst employees;
- ✔ Promoting mental health awareness issues and offering support;
- ✔ Providing appropriate support through the Vertech Employee Assistance Program to overcome problems that could impair fitness for work;
- ✔ Providing effective, fair and constructive procedures for dealing with people who are unfit for work.
- ✔ Monitoring compliance and enforcement of this policy and its procedures, including alcohol and drug testing; and
- ✔ Managing injury rehabilitation and return to work.

Our Responsibilities

All Vertech Group employees and sub-contractors are responsible for:

- ✔ Ensuring you actively communicate with the company anything that could impair your ability to work in any way.
- ✔ Ensuring that working safely at all times is part of all normal operations.
- ✔ Understanding and accepting their individual and shared responsibilities for Health and Safety.
- ✔ Implementing the requirements of the HSE Management Procedures relevant to their work.
- ✔ Actively participating in risk management processes such as JHA's and Toolbox Talks.
- ✔ Report any incidents or near misses, and generally communicating and collaborating about Health and Safety matters in an open and respectful manner.
- ✔ Actively engaging in mental health initiatives and supporting your colleagues whenever possible.

A handwritten signature in black ink, appearing to read 'Tom Brennan'.

Tom Brennan - **Managing Director**

Vertech Group Pty Ltd