



## OCCUPATIONAL HEALTH & SAFETY POLICY

PLM PROPERTY SERVICES realizes that working safely is vital to the ultimate success of our organization. There can be no compromise with safety; it is, and always will be, the responsibility of each and every one of us. For all of our employees, safety will always take precedence over job expediency.

PLM PROPERTY SERVICES and our Managers and Supervisors have a total commitment to, and will continue to be responsible and accountable for, the health, safety, rehabilitation and welfare of our employees, and others at our workplaces. They may delegate OHS&R duties and activities but not their responsibilities. All persons directing the work of others at our workplaces are required to join with employees and work together towards achieving and maintaining a high level of safety performance.

PLM PROPERTY SERVICES is also committed to protecting our employees by demonstrating a 'Duty of Care' through effective OHS&R Safety Systems and Risk Management strategies and the application of Industry-based Standard OHS&R Procedures. All employees, other persons and organizations are required to unite with us in joint objectives, which are:

- **to create and maintain a safe, healthy and productive workplace**, environment and procedures for all persons at our places of work, against risks to their health, safety or welfare arising out of our work activities;
- **to create and maintain continuous improvement strategies**, systematically managing to ensure proactive hazard controls and legitimate implementation of our Policies and Procedures to the Industry-based OHS&R Standard for Safety Systems and Risk Management; and
- **to ensure compliance with the relevant OH&S Acts**, Associated Acts, referenced Industry Codes of Practice and referenced Australian Standards called up by legislation.

**Employees are required by law under a Duty of Care to take care of their health and safety**, and that of their fellow workers to the extent of their capability, by following all safety rules, procedures and instructions, and by reporting all hazards, injuries or ill health. Employees must not misuse safety equipment.

**To implement this Policy and associated OHS&R Safety Systems and Risk Management program's, the Company will:**

- Provide appropriate support and resources in order to maintain the Industry OHS&R Standard;
- Embrace the basic principles of the Industry OHS&R Safety Systems and Risk Management;
- Adopt a consultative approach with all parties;
- Consult with employees and participate in workplace safety groups;
- Encourage OHS&R Training, provide safety information and adequate supervision;
- Manage its exposure to financial loss by ensuring employees comply with policy;
- Administer timely and cost effective rehabilitation of injured employees; and
- Notify employees of any proposed changes to Legislation and Policy.

All aspects of our compliance with the Industry-based OHS&R Standard Management System will be constantly monitored with regular performance measurement to review its effectiveness, and to ensure that Duty of Care is correctly applied and adequately maintained.

**Paul J. Cox**  
**Group CEO**