

Protection of people, our environment and assets is central to our business and a key to our success. It is our policy that each of our employees shall be provided with a safe and healthy place to work. We will make every reasonably practicable effort in the area of injury and incident prevention, hazard identification and control, workplace training, health monitoring and will conduct our operations with minimal impact on the environment. Our mission is to build superior HSE systems and relationships which will engage all employees, along with the community and other stakeholders to maintain a proactive HSE culture within the Foster Group of companies.

FOSTER GROUP of companies is committed to:

- Conducting our business in a safe, responsible and sustainable manner.
- Complying with all relevant legal and statutory legislation, regulations, codes of practice and safe operating procedures.
- Preventing serious harm incidents at our worksites.
- Actively encouraging the accurate and timely reporting of all accidents, incidents or near misses.
- Minimising and mitigating any adverse effects of our activities on the environment.
- Preventing pollution, using energy efficiently and progressively reduce energy consumption in line with reviewed targets.
- Continually improving our health, safety and environmental performance, by establishing objectives and targets, carrying out regular audits.
- Implementing a waste management programme to reduce quantities of waste and where possible reuse or recycle.
- Promoting environmentally responsible partnerships with the wider community.

MANAGEMENT are accountable to:

- Lead by example, monitor and review the HSE management system and provide the necessary resources and uphold HSE accountabilities.
- Hold regular board and foreman meetings where HSE performance is reviewed and discussed and support is shown for corrective actions put in place to prevent recurrence of incidents.
- Ensure the accurate and timely reporting and recording of all injuries and incidents.
- Ensure processes are in place at a business level that integrates HSE performance into business activities to ensure compliance with policy.
- Meet our obligations under the Health and Safety at Work Act 2015 (HSWA).
- Ensure employees are educated, trained and aware of and committed to the improved health, safety and environmental performance of the company.
- Encourage worker consultation and participation in all matters regarding health and safety.
- Provide a rehabilitation policy plan that supports the safe and early return to work of injured employees.

EMPLOYEES are accountable to:

- Actively participate in HSE programmes and comply with all relevant HSE legislation to protect their own safety and the safety of their co-workers, subcontractors and visitors and minimise their impact on the environment.
- Observe all safe work procedures, rules and instructions.
- Ensure the accurate and timely reporting of all injuries, incidents and near hits when they occur.
- Take an active role in the company's treatment and rehabilitation plan, to ensure an early and durable return to work.
- Consult with management on the issues in the workplace which affect their health, safety or the environment. This would be via a worker engagement, participation and representation committee.
- Actively participate in workplace training to comply with relevant legislation.
- Prevent pollution, minimise waste and where possible reuse or recycle, report environmental incidents in line with approved Foster Group policies and procedures.



Leonard Gardner
Director



Ross Pacey
Director