

## HSEQ-PD-001 WHS POLICY

Fico Australia is a business that specialises in: **Fire Protection Services, Essential Services and Electrical Contracting**

Fico Australia accepts its moral, legal and financial responsibility to provide a safe and healthy workplace for all employees, subcontractors, visitors, and any other persons working on behalf of Fico Australia. Everyone is accountable for meeting the responsibilities within this Policy.

**Fico Australia is committed to:**

- Fulfil and meet legislative and all other requirements
- providing and maintaining safe systems of work that ensures safe and healthy working conditions for the prevention of work-related injury and ill health
- providing relevant health and safety information, instruction, training and supervision to employees, contractors, apprentices, visitors and other persons working on behalf of Fico Australia to ensure their safety
- consulting and communicating with employees, contractors, apprentices, visitors and other persons working on behalf of Fico Australia on workplace health and safety issues to eliminate hazards and reduce health and safety risks
- providing support and resources to managers and employees to help them meet their workplace health and safety duties
- Continuously improve Fico Australia's health and safety management system
- Developing, communicating monitoring and measuring workplace health and safety objectives and targets.
- actively monitoring the safety performance, safety systems and high-risk activities

**Management and supervisory staff are responsible for:**

- communicating and implementing this Policy
- actively monitoring and maintaining the workplace in a condition that is safe and without risks to health
- helping to develop, promote and implement health and safety processes
- educating employees in understanding safety processes and correcting unsafe behaviors
- effectively consulting and communicating with workers on matters affecting their health and safety
- Reporting a death, serious injury and dangerous incident to the state regulator, WorkSafe Victoria.

**Employees are responsible for:**

- taking care of the health and safety of themselves and others who might be affected by their acts or omissions
- identifying, controlling and reporting any safety hazards or risks
- comply with all health and safety processes, rules and safe systems of work.

Compliance with this Health and Safety Policy is mandatory for all employees, contractors, apprentices, visitors and other persons potentially impacted by Fico Australia. Through ongoing instruction and training, employees, contractors, apprentices, visitors and other persons potentially impacted by Fico Australia will be capable of meeting the objectives of this Policy.



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**Managing Director**  
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