

## Company Policy Health and Safety

Health and safety is a core value at Austrak and will not be compromised. We are committed to creating safe working environments and improving long-term health and wellbeing to improve quality and productivity.

*“We take pride in ensuring we all get home safely every day”*

### Our Guiding Principles for Safety are as follows;

- Safety is an ethical responsibility
- People are the solution
- Safety is the Presence of Positives

### Our Health and Safety Objectives are as follows;

- Prevent any and all major or disabling injuries and fatalities to employees and contractors
- Ensure the personal wellbeing of all employees is considered and maintained
- Ensure compliance with Australian law and Vossloh safety requirements
- Maintain a ISO certified Integrated Management System
- Create a culture of ongoing education, engagement and shop floor presence from Management

### Our objectives will be achieved by:

- Deploying our three Safety Pillars of
  - Compliance with the Integrated Management System
  - Measurement of performance
  - Employee engagement with safety
- Displaying leadership, passion and commitment at all levels
- Recognising that people, their attitudes and beliefs are central to obtaining excellent health and safety performance
- Recognising positive outcomes and admiring and respecting safe behaviours across the organisation
- Having a well-trained and competent workforce who actively contribute and participate in the safe planning of their workplace tasks
- Empowering people to make sound choices about their own safety and the safety of others, by encouraging and supporting them to continually challenge the environment in which they work
- Continually innovating to reduce the potential risks to health and safety
- Using risk resilience, consultation, collaboration, empowerment and leadership at all levels as strong indicators of health and safety performance
- Recognising that continual review and improvement is a key component in ensuring our Integrated Management System and standards remain current and effective to ensure compliance with relevant legislation and regulations.
- Everyone working for Austrak is required to fully support and promote this policy by complying with the requirements and duties contained in the Integrated Management System.



**Murray Adams**  
General Manager