



Health, Safety and Rehabilitation Policy NAT-POL 2

Naturelinks Vision: Sustainable in everything we do

Core Value: *Safety – a workplace that is safe through our culture, systems and training*

Naturelinks recognises we are responsible for the health and safety of all employees and the public impacted by our works. Naturelinks is committed to providing and maintaining a workplace that is safe and minimises risks to health. Naturelinks will comply with applicable legislative and other requirements and endeavour to eliminate all risks to health and safety. Where elimination is not reasonably practicable, Naturelinks shall minimise these risks. Management will always consult with employees to enable the company to realise our health and safety objectives.

Objectives

Naturelinks will:

- Establish and maintain a health and safety management system consistent with the nature and scale of the company operations
- Provide sufficient financial and physical resources for the effective implementation of the health and safety management system
- Develop and maintain a culture that encourages all staff to actively manage health and safety risks
- Develop and maintain effective consultation to ensure all staff are included in the decision-making processes
- Define, document and communicate health and safety responsibilities for staff at all levels
- Ensure the provision of health and safety induction and training for all staff
- Actively identify and manage health and safety risks, through the systematic identification of hazards, evaluation of their risks and the implementation of effective risk controls
- Maintain physical infrastructure, including buildings, plant and equipment, in a condition that is safe to use
- Ensure continuous improvement by ensuring hazards and incidents are promptly reported, investigated and control measures are implemented to eliminate or minimise the risk of recurrence
- Ensure continuous improvement by establishing, maintaining and monitoring measurable objectives and targets aimed at the elimination of work-related illness and injury, namely:
 - OHS induction for new staff to be completed on first day. All relevant Health Safety Environment Procedures (HSEPs) and Safe Work Method Statements (SWMS) completed prior to commencement of work activities
 - HSEPs and Safe Work Method Statements developed for all relevant activities, vehicles, plant and equipment
 - Plant, Equipment and Facilities will be maintained to ensure a safe productive and pleasurable workplace

Responsibilities

Management

- Is responsible for, and accepts ultimate responsibility for the effective implementation of this policy
- Will fulfil its responsibilities under all applicable legislation, codes of practice and industry guidelines
- Will provide adequate funding for effective operation of the system
- Will provide appropriate information and training for all employees
- Will provide appropriate supervision to ensure that all appropriate safe work procedures are implemented
- Will make regular assessments of health and safety performance and resources
- Will provide an appropriate return to work program for any injured employee

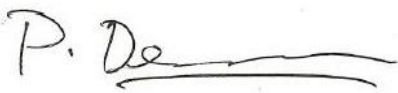
Employees

- Have a duty to take care of their health and safety and that of others affected by their actions at work
- Will comply with safety procedures and directions
- Will not interfere with or misuse items provided in the interest of health and safety
- Will take a pro-active approach to maintain and continually improve the Naturelinks OHS system

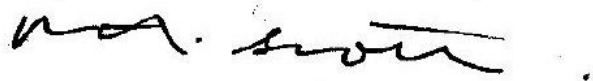
Rehabilitation

- If an employee is injured at work Naturelinks is committed to providing an appropriate rehabilitation plan aimed at returning the employee to their pre-injury duties at the earliest opportunity, unless this is not medically possible. If an employee cannot return to their pre-injury duties every effort will be made to place the person in another position appropriate to their capabilities.
- To achieve this aim, Naturelinks is committed to providing a return-to-work co-ordinator, who will work with the person and the person's medical advisors to prepare an appropriate return to work plan, which may include changes to the workplace or work procedures. In return, the employee is required to participate in any agreed return to work plan.
- This policy will be regularly reviewed in the light of changes in the workplace and legislation.

Endorsed by:



Patrick Deasey – Director



Rob Scott – Director

16 September 2025