

# Health & Safety Policy

## Health & Safety Statement

*J.J. Richards & Sons Pty Ltd (incorporating J.J. Richards Engineering Pty Ltd, Regwaste Australia, EnviroCom Australia and J.J. Richards Northend Pty Ltd) continually assess and review our operations to ensure appropriate control measures are in place to protect the health, safety and well-being of our employees, customers and the general public.*

## Health, Safety & Rehabilitation Goals

- Maintain an effective occupational health and safety (OH&S) system across all depots to **promote consistent health and safety standards**, set measurable objectives and targets, and promote continuous improvement;
- Regularly **risk assess and review** the health and safety risks of our operations and implement appropriate control measures;
- **Conduct regular audits** to ensure compliance with legislative requirements and the OH&S system;
- Maintain health and safety statistics to **monitor and evaluate health and safety performance** as part of our process of continual improvement;
- **Provide formal lines of communication** between management and employees to promote ownership and accountability for identifying, reporting and addressing health and safety hazards;
- **Conduct health and safety training** to ensure employees are aware of their health and safety responsibilities;
- **Support a compulsory immunisation program** to protect 'at risk' employees from potentially contracting infectious diseases from work activities;
- **Maintain an effective fitness for work program** aimed at:
  - identifying employee/subcontractor use/misuse of legitimate drugs, illicit or non-prescribed controlled drugs, fatigue, stress or other emotional conditions, deeming them unfit for work; and
  - recommending the employee find appropriate professional help for their condition;

  
J.J. Richards  
Director

  
P.B. Richards  
Director

  
J.M. Parsons  
Director

**J.J. Richards**  
& Sons Pty Ltd



April 2011  
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