

Work Health and Safety Policy

Fletcher International Exports is committed to ensuring the health, safety and welfare of workers and visitors. To fulfil this commitment, Fletcher International Exports encourages all persons to regard accident prevention and working safely as a collective and individual responsibility.

Fletcher International Exports recognises its corporate responsibility under the WHS Act 2011, Rail Safety Act 2012 and associated regulatory requirements. To meet this responsibility, Fletcher International Exports has a duty to provide and maintain, so far as is reasonably practicable, a working environment that is safe and without risks to health.

Fletcher International Exports is committed to:

- applying a systematic risk management methodology including hazard identification, risk assessment and risk control to manage health and safety risks;
- complying to all health and safety legislation, codes of practice, standards and other requirements applicable to Fletcher International Exports' activities, processes, products and services;
- establishing achievable objectives and measurable targets driving continuous improvement aimed at the elimination of work-related illness and injury;
- providing the required WHS instruction, training and supervision for all workers and visitors;
- disseminating relevant health and safety information to workers and visitors;
- consulting with all Fletcher International Exports workers, ensuring that workers are included in the decision-making process where there is an impact on health and safety;
- ensuring the effectiveness of the implementation of the WHS Policy and the WHS Management System.

The Managing Director has the overall responsibility for the implementation and review of Fletcher International Exports' WHS Management System and the reporting of the organisation's health and safety performance to management.

Duties of Officers

Officers have the following duties:

- ensure resources and processes are implemented to achieve the health and safety objectives of Fletcher International Exports and to ensure compliance with legislative requirements;
- ensure that they have current knowledge of WHS legislation and the risks associated with Fletcher International Exports' activities, processes, services and products.

Duties of Managers and Supervisors

Managers and Supervisors have the following duties:

- are responsible for the effective implementation and regular review of this WHS policy;
- fulfil the obligations imposed by the relevant WHS legislation and other requirements;
- ensure that the agreed procedures for consultation with workers or their representatives are followed;
- ensure that the WHS Management System is implemented, effective and consistent with Fletcher International Exports' objectives and targets;

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- ensure that hazards in their respective operations are identified and, as far as reasonably practicable, eliminated or, if this is not practicable, associated risks are controlled to an acceptable level.

Workers and Visitors:

Workers and visitors are required to:

- take care of themselves and others in the workplace;
- co-operate with all health & safety provisions agreed to by management and workers or their representatives;
- comply with relevant Fletcher International Exports WHS Management System policies, procedures and programs, as appropriate;
- not bypass or misuse systems or equipment provided for WHS purposes;
- report any unsafe conditions identified.

WHS Committee:

The members of the WHS Committee have the following duties:

- monitor the overall WHS performance of Fletcher International Exports;
- participate in consultation regarding Fletcher International Exports' WHS management system, including policy, procedure and program review & implementation;

Review:

Key Performance Indicators (KPI's) will be identified and targets set to monitor and improve overall WHS performance. These KPI's will be reported monthly to the WHS Committee and the Management of Fletcher International Exports. The KPI's will be reviewed annually to evaluate WHS performance and the effectiveness of the WHS Management System;

This policy will be reviewed every three years, and more frequently when required by changes in the organisation or health and safety legislation.

Signed:



Signed:



Roger Fletcher
Managing Director – Fletcher International Exports
WHS Committee Chair

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