

Company Health and Safety Policy

HEALTH AND SAFETY POLICY OBJECTIVES

Pivotal encourages a positive organisational culture for our people. Our beliefs and behaviours help to create that and so does a safe and healthy working environment.

Our ultimate objective is to prevent injury and harm to those who work, do business in, or visit our workplace. We have legal and ethical obligations in this regard.

HEALTH AND SAFETY STRATEGIES

To implement our policy we will strive to:

- adopt sound workplace risk management principles and practices when conducting our business,
- apply an integrated systematic approach to health and safety management designed to applicable Australian Standards,
- continuously improve health and safety performance through regular system auditing, evaluation and improvement planning,
- establish standards of performance, measurable objectives and targets to track our success,
- provide opportunities for meaningful consultation with workers and other stakeholders to allow them input into health and safety decision-making,
- ensure workers have adequate health and safety training to increase their knowledge, skills and competencies in the context of their,
- disseminate health and safety information and report on health and safety performance,
- promote the importance of workers being aware of their own health and safety obligations,
- report and investigate incidents and take corrective actions to prevent recurrence,
- provide opportunities to enhance the physical and mental health of our people and ensure adequate resources are made available to implement this policy.

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POLICY COVERAGE

- The Health and Safety policy applies to all Pivotal employees.

HOW TO APPLY THIS POLICY

- The WH&S officer is accountable for ensuring this policy is implemented.
- Senior Managers and Team Leaders are responsible for ensuring this policy is implemented in their own workplaces and any other business locations.
- Pivotal employees are required to act in accordance with this policy.

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