

## WORK HEALTH AND SAFETY POLICY

### OBJECTIVE

Gear Select is a majority-owned Indigenous profit-for-purpose company that provides equipment financing and leasing solutions and services, combined with the hire and sale of equipment nationally for construction, infrastructure and related sectors. Gear Select aims include providing a platform for Aboriginal and Torres Strait Islander people to become finance professionals and working with construction and infrastructure companies and other stakeholders to increase Indigenous employment. Gear Select is Supply Nation certified under the Federal Government's program to recognize and promote Indigenous-owned companies.

Management of Gear Select (Gear) is committed to pursuing a responsible business approach that ensures, so far as is reasonably practicable, the health and safety of our workers, our customers and anyone who is affected by our operational activities. Gear is establishing an Integrated Management System focused on best practice, including, as a minimum, compliance with all legislative requirements and a focus on continual improvement.

### SCOPE

Applies to all Gear Select operational activities.

### IMPLEMENTATION

In order to achieve this objective Gear will:

- Identify potential hazards and, where reasonably practicable, eliminate them. Where elimination cannot be achieved Gear Select will implement controls to ensure that the risks are as low as is reasonably practicable
- Develop and maintain safe working procedures and programs
- Provide appropriate training, information and instruction
- Implement injury management and rehabilitation of injured employees
- Facilitate consultation in work health and safety with workers under Gear's control (Gear workers) and other WHS duty holders, where applicable
- Provide adequate resources to facilitate implementation of this policy
- Monitor and review this policy and WHS compliance
- Require Gear workers to adhere to this policy and any site health and safety requirements by following the correct safe work procedures and rectifying/reporting any unsafe condition to their supervisor
- Require Gear workers to take responsibility, in their area of control, for: the implementation and enforcement of this policy ; compliance with WHS legislation and associated regulations; the reporting of all safety incidents, including near misses, and any unsafe conditions, to their supervisor; and ensuring the safety of workers and any other person who may be affected by the company's operations
- Embrace a best practice approach to health and safety management through the setting of objectives and targets and applying a process of continual review and improvement.

### POLICY REVIEW

This Policy has been authorised by Gear Select's General Manager, George Rikiti. Gear Select will review this policy annually and may amend this policy from time to time to keep up to date with changes in the law, technology and best practice.

**Authorised:** George Rikiti  
**Position:** General Manager  
**Date:** 1/12/2018



Signature