

Recruitflex is committed to ensuring our workers incorporating on-hire workers, visitors and hosts remain free from risk to their health and safety at work. We are committed to continual improvement of safety performance and the elimination of workplace injury and illness. As a provider of on-hire services, we understand the importance of working with all stakeholders to achieve our safety objectives.

### **Objectives**

The objectives of this policy are to ensure, as far as reasonably practicable:

- Risks to work health and safety are controlled through the engagement of all stakeholders in a culture of safety;
- Safe systems of work are provided and maintained at all times in all workplaces;
- Workers are provided with information, training, instruction and supervision needed for them to work safely and without risks to their health;
- The health of operational and on-hire workers and the conditions of the workplaces where they work are monitored;
- Adequate facilities are provided for the welfare of our employees and on-hire workers;
- Health and safety policies and procedures comply with legislative requirements;
- Safety performance is continually reviewed and improved.

### **Responsibilities**

The company is responsible for, as far as reasonably practicable:

- Effective implementation of the WHSMS driven by senior management;
- Providing appropriate level of resources to the WHSMS;
- Defining the key WHS management system responsibilities and communicating these to the relevant personnel;
- Maintaining effective communication and consultation including horizontal engagement with key stakeholders on safety matters;
- Ensuring systems are in place to allow for the identification and resolution of occupational health and safety issues.

Operational employees and on-hire workers are responsible for:

- Following all work health and safety policies and procedures;
- Ensuring their own and others health and safety is not affected by their actions;
- Working with host's and business partners to achieve the objectives outlined in this policy;
- Reporting all incidents including unsafe work practices, hazards, near misses and injuries.

As a provider of on-hire services, the company is committed to effective consultation and engagement with workers and employees on work health and safety matters. We recognize that we share a primary duty of care with host organizations in regards to our on-hire workers and therefore we are committed to consult, cooperate and coordinate activities with hosts to produce the required health and safety outcomes.