

# OCCUPATIONAL HEALTH AND SAFETY POLICY

Founded in 1972 as an air-conditioning sheet metal fabrication business, Jako Industries Pty Ltd has evolved into a broad based mechanical services company. We now design, manufacture, install, commission, maintain and service air-conditioning, heating, ventilation, refrigeration, dust control and process cooling solutions. These services are provided to commercial developments, local government/community buildings, telecommunications sites, defence bases, industrial facilities, aviation facilities, hospitals and academic institutions.

This Policy Statement represents our commitment to promote the highest industry standards of safe and healthy working conditions so as to prevent work-related injury or illness, using ISO 45001 as a benchmark.

We recognise our moral and legal responsibilities but we also understand that being a leader in our field extends to developing a culture of health and safety, and that this culture relies on health and safety being respected by all staff and others who may interact or engage with our operations.

Specific goals and commitments under this Policy are to:

- Train, educate and mentor our staff and other personnel under our management about the obligations, responsibilities and standards required to maintain a safety-first culture;
- Define responsibilities and procedures to comply with all relevant health and safety legislation and regulations and to fulfil all other requirements to which we subscribe relating to our health and safety hazards as applicable in our workplace;
- Consult with and engender all employees to actively participate in the elimination of workplace hazards, reduction of risks and improvement of OH&S performance;
- Reduce the incidence and costs, both personal and financial, of occupational injury and illness;
- Monitor and continually improve health and safety performance in striving to achieve zero lost time injuries;
- Establish, monitor and review other measurable OH&S objectives and targets to ensure continual improvement aimed at the elimination of workplace injury and illness, and continual improvement of our Integrated Management System;
- Openly communicate this Policy to all interested stakeholders including the general public.

This Policy Statement is to be communicated as part of our corporate induction so that staff understand the role they have in its deployment. Uncontrolled hard copies may also be displayed to maintain visibility and awareness and provided to any interested stakeholder on request.

It is to be reviewed and revalidated annually as part of Management System Review.



Managing Director

Date 1 October 2020