



Occupational Health and Safety Policy Statement

Ballarat Sound is committed to providing a safe and healthy workplace for all of our workers.

Ballarat Sound recognises all of its responsibilities to provide a safe and healthy work environment for employees, contractors, clients, visitors and the public.

Creating a safe work environment and care for the environment is the responsibility of all *Ballarat Sound* personnel and contractors at every level of the company.

To achieve this stated policy outcome, the commitment and contribution of each and every employee is required through:

- Taking responsibility for the health and safety of themselves and their fellow workmates;
- Not compromising personal health and safety in the mistaken belief that other requirements are more important;
- Considering health and safety as an integral part of our work.

Ballarat Sound promotes a work environment and safety management system that is characterised by:

- A systematic approach to controlling health and safety hazards and risks through the development and implementation of suitable policies and procedures;
- Effective management demonstrated by commitment and direct involvement at all levels of the business;
- Encouraging effective teamwork with two-way communication as an integral part of every job;
- Provision of appropriate facilities, equipment, education, training and supervision for employees and contractors to ensure healthy and safe working conditions and methods.

In its activities *Ballarat Sound* provides and maintains, so far as practicable, a working environment that is safe and without risks to health, eliminates or controls work-related hazards and risks by:

- Ensuring, as far as practicable, all operations conducted by employees and contractors are in accordance with relevant legislation and regulatory requirements and relevant industry standards;
- The application of a systematic approach to identifying, assessing and controlling workplace hazards and risks; and
- Facilitating continuous improvement through periodic review of objectives and performance measures, systems, practices and procedures to ensure their continued effectiveness and relevance.

Dated 2013