

Health & Safety Policy

At Asplundh our Health & Safety Policy is based on a belief that the well-being of people employed at work, or people affected by our work, is a major priority and must be considered during all work performed on our behalf. It is the responsibility of ALL employees to reduce the risk of incidents, accidents and injuries by eliminating, isolating or minimising hazards that may cause personal injury, occupational illness and damage to property.

People are our most important asset and their health and safety is our greatest responsibility. The public shall be given equal priority to our employees. This is reflected in our Vision Statement:

“Safety First – No One Gets Hurt”

The management of Asplundh is committed to a safe and healthy working environment for everyone and Asplundh's senior management will review this policy a biannual basis.

Management will:

- Set health and safety objectives and performance criteria for all managers and work areas.
- Annually review health and safety objectives and managers' performance.
- Encourage accurate and timely reporting and recording of all incidents and injuries.
- Investigate all reported incidents and injuries to identify all contributing factors and, where appropriate, formulate plans for corrective action.
- Actively encourage the early reporting of any pain or discomfort.
- Provide treatment and rehabilitation plans that ensure a safe, early and durable return to work.
- Identify all existing and new hazards and take all practicable steps to eliminate, isolate or minimise the exposure to any significant hazards.
- Ensure that all employees are made aware of the hazards in their work areas and are adequately trained so they can carry out their duties in a safe manner.
- Encourage employee consultation and participation in all health and safety matters including the union (where applicable) and/or other nominated employee representatives.
- Enable employees to elect health and safety representatives.
- Ensure that all contractors and subcontractors are actively managing health and safety for themselves and their employees.
- Promote a system of continuous improvement, including annual reviews of policies and procedures.
- Meet our obligations under the Health and Safety in Employment Act 1992 (as amended by the Amendment Act 2002) (the HSE Act), the Health and Safety in Employment Regulations 1995, codes of practice and any relevant standards or guidelines.

Every employee is expected to share in the commitment to health and safety in the workplace.

- Every employee is accountable to the employer for the health and safety of themselves and any person working under their direction.
- Each employee is expected to help maintain a safe and healthy workplace through:
 - Following all safe work procedures, rules and instructions
 - Properly using all safety equipment and clothing provided
 - Reporting early any pain or discomfort
 - Taking an active role in the company's treatment and rehabilitation plan, for their 'early and durable return to work'
 - Reporting all incidents, injuries and hazards to the appropriate person.



Carl Rogers
Managing Director
Dated: 27th April 2011