

## HSEC Policy

# Health, Safety & Injury Management Policy

Lucas is committed to protecting the Health and Safety of all directors, managers, supervisors and all employees and other persons including but not limited to consultants, clients, contractors, customers, visitors and the public whose health and safety could be placed at risk through exposure to hazards that may be generated by our operations.

We will do this by ensuring our Health, Safety, Environmental & Community Development (HSEC) Management System achieves the following objectives:

### Lucas is committed to:

- Complying with our obligations under the Australian Occupational Health, Safety and Welfare Act and Regulations relevant to the jurisdiction in which it operates as well as, supporting legislation, Acts, Australian Standards, Approved Codes of Practice and Guidelines.
- Ensuring our HSEC Management System is integrated within corporate philosophy, business management systems, commercial operations and employees.
- Implementing a Hazard Management approach to HSEC which includes the identification, assessment, prompt control, monitoring and review of the hazards and risks to HSEC.
- Providing all levels of management, employees and contractors with the knowledge and skills to carry out their HSEC roles and responsibilities.
- Establish consultation mechanisms that enable management, employees and contractors to contribute to the effective management of HSEC.
- Developing appropriate communication systems for the provision of information including regularly reviewed Policies, Standards, HSEC System Procedures, Safe Operating Procedures, Guidelines and reporting and feedback mechanisms to guide the management of Health and Safety.
- Where required the effective use of appropriate internal and / or external expertise.
- Provision of equitable claims management, effective consultation and sustainable rehabilitation and return to work programs for employees who have suffered work related injuries.

### Responsibilities

Vivienne Lucas, as Responsible Officer, accepts responsibility for Health & Safety.

She will ensure HSEC considerations are integral to financial and human resource planning and together with the management team monitor the progress of the HSEC Management System.

All directors, managers, supervisors, employees, contractors and other persons will be inducted in, and held accountable for implementing their roles and responsibilities as defined in the HSEC Roles & Responsibilities Standard and supporting documentation.



AS / NZS 4801  
ISO 18001

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Vivienne Lucas  
Director & Responsible Officer