

## **Safety and Wellbeing Policy**

Our vision is that our people are happy and healthy at work and at home. We are committed to building a resilient, engaged and fulfilled team that positively influences our wider community.

Our objectives are to:

1. go home free from harm every day and extend this to our home life – our free from harm objective applies to our team, volunteers, contractors and other people who engage with our organisation;
2. be able to make choices that promote holistic wellbeing;
3. carry out meaningful work that we enjoy, and that supports our life choices;
4. achieve life balance, with time for self, family, friends, community and work.

To achieve these objectives our directors and management team are committed to leading Longveld's safety and wellbeing performance by:

- Ensuring safety and wellbeing are embedded in the strategic planning process.
- Providing clear leadership, training and information on safety and wellbeing matters.
- Having a full understanding of the health and safety risks associated with our operations.
- Ensuring that Longveld complies with legal requirements for workplace health and safety while aiming for best practice systems and processes.
- Engaging with our people on safety and wellbeing matters and providing a system for them to proactively participate in these matters.
- Ensuring we have appropriate resources and processes to identify, eliminate and minimise risks.
- Monitoring and reviewing our safety and wellbeing performance through proactive enquiry.
- Investigating, reporting on, and learning from any incident or harm that does occur.
- Rehabilitating injured team members and supporting their safe and early return to work.
- Working with our contractors and suppliers to achieve the same commitment to their health and safety practices.

Safety and wellbeing is a shared responsibility. We communicate to our team the importance of individuals, regardless of their position, taking reasonable care for their own safety and wellbeing, and taking reasonable care that their acts or omissions do not adversely affect the safety and wellbeing of others. We also expect our people to comply with workplace instructions so far as they are able, and to co-operate with any reasonable policy or procedure relating to health and safety in the workplace that has been notified to them.



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Pam Roa  
Managing Director

Date: 21 February 2017