

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. We will:

- Ensure safety and wellbeing are embedded in the strategic planning process in order to provide our people with a framework to achieve safety and wellbeing objectives.
- Provide clear leadership, training and information on safety and wellbeing matters.
- Maintain relevant, up-to date knowledge of workplace health and safety.
- Have a full understanding of the health and safety risks associated with our operations.
- Provide safe and healthy working conditions that prevent work-related injury and ill health.
- Engage with our people on safety and wellbeing matters and providing a system for them to proactively participate in these matters.
- Ensure we have appropriate resources and processes to identify, eliminate and minimise safety and wellbeing hazards and risks.
- Investigate, report on, and learn from any incident or harm that does occur.
- Rehabilitate injured team members and support their safe and early return to work.
- Work with our contractors and suppliers to achieve the same commitment to their health and safety practices.
- Monitor and improve our performance through review of monthly safety and wellbeing reporting, serious incident reports, concerns raised with the Senior Leadership Team and proactive enquiry.
- Ensure that Longveld complies with legal requirements for workplace health and safety while aiming for best practice systems and processes.

Our 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 health and safety, and taking reasonable care that their acts or omissions do not adversely affect the health and safety 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.



Pam Roa
Managing Director

Date: 11 August 2022