

Civmec is an integrated, multidisciplinary construction and engineering services provider to the energy, resources, infrastructure, marine and defence sectors.

At Civmec, we are committed to providing a workplace where no injury or work-related illness is considered acceptable. We ensure that our activities are undertaken without compromising the health, safety or wellbeing of any person.

Our managers and supervisors are responsible for:

- ensuring the health and safety of our workforce is considered in the planning of all work;
- promoting health and safety initiatives with employees, contractors and other key stakeholders;
- ensuring consultation and participation with the workforce on health and safety matters at every opportunity;
- rewarding success and recognising outstanding performance in our employees; and
- integrating health and safety into all workplace activities.

Our people are empowered to:

- stop work if a situation is believed to jeopardise the safety of themselves or another person;
- report incidents and near misses;
- identify physical, psychosocial and other hazards and eliminate or control risks so far as is reasonably practicable; and
- identify opportunities to improve our health and safety processes.

Our systems ensure:

- the dynamics of Civmec's business are met through a robust and adaptable health and safety management system;
- measurable objectives are established and monitored in order to maintain and continually improve our health and safety management system; and
- all personnel are trained and competent in the role they are employed to undertake.

We continually improve our health and safety management system by:

- constantly reviewing health and safety performance to ensure improvements are identified and celebrated;
- gaining knowledge from others and the workforce of new and improved methods;
- never accepting that current success is automatically sustainable; and
- conducting regular reviews of our policy to ensure it remains relevant and appropriate to the organisation.

We maintain compliance to health and safety legal and other requirements by:

- treating applicable health and safety legislation as a minimum standard across the organisation;
- understanding our obligations to legislative and client requirements; and
- communicating to our people and contractors their obligations in maintaining a healthy and safe workplace.

This Health and Safety Policy is reviewed biennially to ensure it remains relevant and appropriate to the organisation. It is displayed in prominent locations, is available and can be viewed on Civmec's website and SharePoint, and is communicated to employees and contractors as part of our induction and onboarding processes.



Patrick Tallon
Chief Executive Officer
Civmec Group
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