

HEALTH AND SAFETY POLICY

Health and Safety is central to Tubestock Nursery core business values. Our vision is simple – to provide workplaces free from harm and supported by a culture which ensures the safety of people, a commitment to providing safe and healthy working conditions for the prevention of work-related injury and ill health, a commitment to eliminating hazards and reducing OH&S risks and a commitment to consultation and participation of workers.

Tubestock Nursery believes the best business solution for management of Health and Safety is also the best business solution for all our stakeholders.

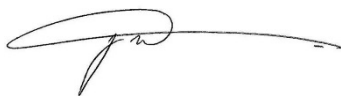
Objectives for achieving our vision

- Having an implemented Health and Safety Management System
- Fostering consultation from all levels of the company
- Establishing measurable objectives and targets aimed at the elimination of work-related incidents or impacts from our activities, products and services
- Defining roles, responsibilities and levels of accountability

Strategies include:

- Integration of risk management principles in all core planning activities including the prevention of pollution
- Regular review of objectives and targets to promote improved performance outcomes across all business divisions
- A commitment to measurable and continual improvement in Health and Safety performance through strategic planning
- Establishment and ongoing expansion of Health and Safety learning and development initiatives
- Regular consultation with our workforce and other stakeholders to improve decision-making on Health and Safety matters
- Ensuring incidents are investigated and lessons learnt are distributed business wide
- Distributing Health and Safety information, including this policy, business wide to all employees, workers and interested parties
- Providing timely and effective injury management and environmental remediation strategies
- Regular review of Health and Safety policies and procedures to ensure compliance with legislation and ongoing relevance across the business
- The provision of sufficient resources to ensure Health and Safety remains central to core business values
- Prequalification of Service Providers (contractors and suppliers)
- Adopting sustainable business principles and practices that meet the needs of stakeholders without compromising future resource needs
- Recognising and rewarding excellence in Health and Safety performance

I commit Tubestock Nursery to the implementation of this policy and task all personnel across the business with the responsibility for achieving our vision.



Jason McGarry
Managing Director
1st January 2021