

Work Health and Safety Policy

Our Commitment

Jim Pearson Transport “JPT” aims to foster workplace and business relationships that deliver the highest standards of safety, respect, performance and integrity for workers, suppliers, customers and the communities we serve, to maintain our good reputation.

We encourage and aim to build a culture to Drive to Zero Harm within the business.

- Foster a culture within the business that recognises safety
- Zero Fatalities
- Zero Injuries
- Zero Motor Vehicle Incidents
- Zero Net Environmental Emissions
- Zero Tolerance of Unsafe Behaviour and Practices

At JPT, we recognise our commitment to provide a safe and healthy work environment for all workers, contractors, customers and the public. It is our view that the safety and wellbeing of our workers must be the paramount objective in all of our activities.

Objectives

Jim Pearson Transport will specifically undertake to:

- Take all care, so far as reasonably practicable for the health and safety of our colleagues at work
- Comply with all relevant legislative requirements including industry standards, codes of practice and safe operating procedures
- Provide and maintain a Health and Safety Committee comprising of workers and management representatives as an effective consultative mechanism. Ensure Health and Safety Representatives (HSR’s) and workers are able to provide independent input into the safety management system
- Maintain a proactive systematic approach to the identification of hazards, assessment and effective control of associated risks within the Persons Conducting Business Undertakings (PCBU’s) work and work area
- Promote dignity and respect in all workplaces and taking action to prevent and respond to bullying in the workplace
- Report incidents in accordance with statutory and regulatory obligations and internal policy requirements so that action can be taken to manage the incident, prevent further incidents, and provide support where required
- Provide appropriate consultation information, instruction, training and supervision that enables a high standard of WHS to all workers, other PCBU’s, contractors and visitors
- Adopt, develop and maintain management systems that establish responsibilities, measurable objectives and targets with monitoring methods to review process of WHS performance
- Encourage a reporting culture between management and workers
- Seek continuous improvement in WHS performance through; rigorous examination of all activities, practices and incidents; ongoing monitoring, auditing and review of management systems; and appraisal and analysis of performance standards
- Hold our people accountable for their actions and behaviors
- Provide the required resources, facilities, plant, tools and equipment for people to work safely
- Support and promote health and wellbeing
- Promote active rehabilitation and return to work programs with the aim of ensuring a full return to pre-injury duties wherever possible

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- Provide adequate human and financial resources to ensure effective implementation of the health and safety management system.

Roles and Responsibilities

Persons Conducting Business Undertakings (PCBU's) and Officers will ensure that, as far as reasonably practicable, sound health and safety practices are implemented in their area of responsibility.

Officers must have a positive duty of care to exercise due diligence to ensure that JPT complies with its duties or obligations under common law and all relevant legislation.

This includes:

- Implementing this policy
- To acquire and keep up-to-date knowledge of work health and safety matters
- Safe systems of work and WHS procedures and guidelines are implemented, risks are managed so far as is reasonably practicable and that they strive for continuous safety improvement
- To ensure that JPT has available for use, and uses, appropriate resources and processes to eliminate or minimise risks to health and safety from work carried out as part of the conduct of the business or undertaking
- To ensure that workplace incidents are reported and investigated to ascertain the circumstances leading up to the incident, and appropriate action is taken to prevent further incidents from occurring
- Audit and other compliance requirements are complied with and appropriate document management processes are in each workplace
- Consulting with workers on work health and safety issues and performance
- Workers with injury or illness are managed in accordance with JPT Return to Work Program and other relevant guidelines.

Workers

While at work all workers, irrespective of their position, will:

- Take reasonable care to ensure good health and safety procedures are implemented at all times
- Reporting or rectifying any unsafe conditions that comes to their attention
- Assume personal responsibility for their own safety, and other work colleagues by always operating in a safe and appropriate manner
- Comply with any reasonable instruction or lawful direction as far as they are reasonably able, including wearing of task appropriate personal protective equipment
- Participate in work health and safety consultation and training activities
- Actively participate in JPT Return to Work Program and other relevant guidelines.

All suspected breaches will be investigated and appropriate disciplinary and remedial action taken. Employees who do not strictly comply with this policy will face disciplinary action, including counselling, formal warnings and dismissal.

Signature:  Date: 30-1-2020

Jim Pearson
Managing Director