

Occupational Health and Safety Policy

The health and safety of all employees is our foremost business objective – our continued success and profitability is dependant upon achieving and maintaining high standards of occupational health and safety performance.

Accordingly, the Management of K&S Freighters Pty Ltd (ACN 007 544 390) and the K&S group of companies (collectively K&S) is committed to implement and maintain procedures and safe practices that are designed to achieve an accident free working environment and minimise the risks from hazards in the workplace through the implementation of a continuous improvement process. K&S has a duty of care to safeguard the health and safety of all employees, contractors and visitors in accordance with the relevant Commonwealth and State Occupational Health, Safety and Welfare Acts and Regulations.

Ultimate responsibility for Occupational Health and Safety in the company rests with the Managing Director.

To achieve the aim of the Occupational Health and Safety Policy, K&S management will work in consultation with all employees to: -

- Ensure that all employees, including K&S appointed contractors/subcontractors are aware of the Company's policy, its supporting management systems and its reporting requirements.
- Develop and maintain a safe work environment and system of work practices within the scope of current legislative provisions. This is to also include working in conjunction with management on customer premises where K&S employees may be required to work.
- Ensure employee participation at all levels in all Company OH&S programs and meetings.
- Clearly demonstrate through personal action and participation, commitment to the Company's Occupational Health and Safety Policy and supportive management programs, systems and requirements.
- Provide appropriate instructions training and supervision of work practices, and emergency procedures.
- Provide appropriate personal protective equipment to protect employees from those hazards that cannot be otherwise eliminated and/or controlled with regards to the hierarchy of controls philosophy.
- Effective consultation by communicating and disseminating relevant OHS&E information as it applies to the workplace and work practices.
- Conduct periodical and ongoing systematic audits to identify and eliminate and/or control those conditions or work practices potentially harmful to employees.
- Provide appropriate injury management, reporting and rehabilitation assistance to ensure a safe and timely return to work for injured employees.
- Provide adequate internal and external resources, to achieve set OH&S plans, objectives and targets.
- Actively promote a high level of safety conformance, adherence and involvement to all participants within the logistics supply chain maintaining direct links to the Chain of Responsibility guidelines.

This policy forms part of, and is integral with, other Group systems.

K&S recognise that the achievement of an effective Occupational Health and Safety program demands the active and positive ongoing involvement of all levels of management and requires appropriate professional resources to support our safety programs, the application of up to date management programs and the full participation and support of all employees.

Personal Health and Safety is the responsibility of **ALL** employees and is an integral part of every activity we perform. No task is satisfactorily completed unless it is achieved without accident or risk to personal health and safety of all employees.



Legh Winser
Managing Director

Adopted: 30th May 2002
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