Work Health and Safety Policy

At Alkath Group we are committed to maintaining a safe and healthy work environment for all employees, contractors, visitors, and stakeholders. Our Work Health and Safety (WHS) policy outlines our dedication to maintaining a working environment that is safe and without risks to health including managing psychosocial hazards and promoting the overall wellbeing of our workforce.

1.   Commitment to Safety

We prioritise the health and safety of our employees above all else. Management, supervisors, and employees at all levels are responsible for implementing and adhering to this policy. We take all reasonable care to provide and maintain a safe working environment as we strive for continuous improvement in our safety practices.

2.   Compliance with Regulations

We comply with all relevant laws, regulations, and industry standards pertaining to work health and safety. We regularly review and update our policies and procedures to ensure alignment with current legislation and best practices.

3.   Risk Management

Identifying and mitigating workplace hazards, including psychosocial hazards, is integral to our safety culture. We conduct regular risk assessments to identify potential hazards and implement controls to minimise risks. Our Environment, Health and Safety (EHS) Committee plays an active role in identifying, assessing, and mitigating workplace hazards. Through regular inspections, risk assessments, and collaboration with all stakeholders, the EHS committee ensures that we take all reasonable care to provide and maintain a safe working environment. Employees and other visitors should avoid putting themselves and others in unsafe situations and should actively participate in hazard identification and risk mitigation efforts.

4.   Training and Education

We provide comprehensive training and resources to all employees to ensure they have the knowledge and skills necessary to work safely. This includes induction training for new employees, ongoing training for existing staff, and specialised training for tasks or equipment as required including how to identify and manage psychosocial hazards effectively. This includes education on recognising signs of stress, conflict resolution techniques, and promoting positive mental health practices in the workplace.

5.   Consultation and Communication

We value open communication and collaboration regarding health and safety matters. Employees are encouraged to participate in discussions during team meetings and can raise concerns or provide feedback related to workplace safety with Line Managers, the QSE Officer, or any member of the EHS Committee. A list of EHS Committee members can be located on all WHS Safety Notice Boards.

6.   Incident Reporting and Investigation

All incidents, near misses, and hazards including hazards related to psychosocial factors that are reported are investigated and documented to demonstrate continued consideration and compliance. We will utilise incident data to improve our safety practices and prevent future incidents.

7.   Health and Wellbeing

We recognise the importance of mental health and wellbeing in the workplace. In addition to managing psychosocial hazards, we provide support resources, promote work-life balance, and encourage open dialogue about mental health issues. Our goal is to create a supportive environment where employees feel valued and cared for.

8.   Continuous Improvement

We are dedicated to ongoing evaluation and improvement of our WHS Management System. Through regular reviews, audits, and feedback mechanisms, we identify areas for enhancing our overall Business Management System. By establishing measurable objectives and targets for continuous improvement, we aim at eliminating work-related injury or illness.

Conclusion

At Alkath Group safety is not just a priority; it's a core value ingrained in everything we do. By working together and adhering to this policy, we can ensure a safe and healthy workplace, addressing not only physical but also psychosocial risks effectively.

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