



## Purpose:

This policy states TIS commitments and requirements for health and safety. TIS will conduct its business activities in such a way as to protect the health and safety of all our workers and visitors in our work environment.

TIS accepts the responsibility for health and safety in our workplace and is committed to continual and progressive improvement in our health and safety performance. Management will provide sufficient and effective resources and systems to fulfil this commitment. TIS also recognises that medical or emotional problems, and drug and alcohol use can affect job performance, the health and safety of workers and other personnel, the client's site and the environment, and the reputation of TIS. The Employee Assistance Program (TIS-PL-285) is available to help employees deal with problems that might impact their working and personal lives.

The management team are committed to ensuring health and safety is our priority and will keep up to date with any changes that affect our policies or processes.

## Our policy is to:

- a) Take all steps as is reasonably practical to provide a safe and healthy workplace for all our workers and visitors with the goal of zero LTI's, to eliminate hazards and reduce risks
- b) Be committed to provide safe and healthy working conditions for the prevention of work-related injury and ill health and is appropriate to the purpose, size and context of the organisation and to the specific nature of its OH&S risks and opportunities?
- c) Comply with all relevant legislation, regulations and other codes of practice
- d) Provide a framework for setting objectives
- e) Ensure health and safety considerations are part of all business decisions – procurement, labour
- f) Monitor and continually improve our health and safety performance
- g) Engage with our workers, their representatives and clients on health and safety matters
- h) Operate in a manner that minimises health and safety risks
- i) Provide the resources and support required for personal health and safety eg infrastructure, human, training, financial, ICT, vehicles, counselling
- j) Suspend activities if safety would be compromised

## To achieve this we will:

- a) As a minimum, meet all relevant legislation, standards and codes of practice for the management of health and safety in our industry
- b) Follow government guidelines and updates in the case of pandemic situations and relate this information clearly to all workers
- c) Identify, assess, control and monitor workplace hazards – Risk Register, Work Instructions, JHA
- d) Accurately report, record and share learnings from all incidents, accidents and near misses
- e) Regularly monitor and review our Health and Safety Management Plan and objectives
- f) Consult, support and encourage participation from our workers on issues that have the potential to affect their health and safety, and will create a HSE Committee made up of staff representatives and management
- g) Promote our workers understanding of the health and safety responsibilities relevant to their roles
- h) Review the Health and Safety at Work Act 2015, the regulations and make appropriate changes to our systems
- i) Support any worker who initiates the Stop Work Authority
- j) Support any worker who utilises the Employee Assistance Program

## All TIS workers are responsible for:

Ensuring their own and other's safety by adhering to safe work practices, making appropriate use of plant and equipment (including protective clothing and equipment) and promptly reporting incidents, near misses and hazards, and the continuous practice of safety in their day-to-day duties.

Thomas Wiseman  
General Manager  
TIS

23 January 2025

Document # TIS-PL-280 Versions: 2.0	Quality/Policies Formerly Rev 16 Publish Date: 23/01/2025	Author: T Wiseman Approved: P Martin	Page 1 of 1
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