



Abrasion Resistant Materials Pty Ltd (A.R.M*) is committed to promoting a culture where harm to people through work is unacceptable.

To meet this commitment the company will strive to provide healthy and safe-working conditions for all people associated with the business, including employees, contractors, visitors and members of the public.

All A.R.M* staff and employees have a responsibility for implementing this policy by striving to achieve zero tolerance towards hazards, incidents and accidents.

In order to meet the above requirements, A.R.M* shall:

- **Demonstrate leadership** and commitment through all its managers and supervisors.
- **Provide and maintain a safe work environment**, including work conditions, practices and procedures for all employees and persons who come into contact with the Company.
- **Develop safety awareness throughout the Company** by initial and ongoing education and training of all staff, employees and contractors.
- **Take all practicable steps to eliminate hazards within the workplace** through risk identification, assessment, control and monitoring to ensure continuing effectiveness.
- **Utilise A.R.M's System and Procedures Manual** to set business specific standards of health and safety for all staff & employees to follow at all times.
- **Ensure all managers, supervisors and employees are aware of, and accept their responsibility** to provide a safe work environment and comply with all applicable occupational health and safety legislation, business and statutory requirements as a minimum.
- **Strive to continuously improve WHS&E management** by setting clear objectives, plans and performance measures and regularly reviewing progress against the targets set.
- **Involve all employees** in WHS&E management through consultation and by contributing to identifying, assessing and controlling hazards and reviewing health and safety performance.
- **Ensure all incidents and near misses are reported** and recorded with root causes identified, allowing rectification and where injury or illness occurs, help employees to achieve full recovery through prompt treatment and active rehabilitation.
- **Follow procedures** for recognising and managing work situations that may lead to employee fatigue.
- **Allocate resources** to meet the commitments of this Policy.

This policy confirms A.R.M's commitment to making its workplaces safe and healthy for all concerned.