Codmah is a specialised Civil Engineering firm with a rich history spanning over 30 years. Codmah has a solid safety track record, delivering high quality support and services on medium to large scale projects, working with all levels of Government, major utilities companies and the construction sector.

Health and Safety is everyone's responsibility, and we recognise that our people, as well as the safety of the public is of the highest importance.

The key principles underpinning our policy are:

1. Recognition of our duties under the Work Health and Safety Act 2011, the Work Health and Safety Regulations 2017, applicable Codes of Practice and Australian Standards.
2. Eliminate, or otherwise reduce so far as practicable, the risks of injuries, diseases and ill health.
3. Promote and maintain a culture of safety and wellbeing.
4. Integrate consultation and communication through the development, implementation, and review of our OHS framework.

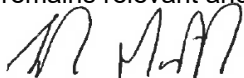To achieve these, the following objectives have been established:

- Commitment to Continual Improvement of Occupational, Health and Safety (OHS) performances and standards within the business.
- Commitment to consider OHS Risks and Hazards from the Planning stage and eliminate or reduce as far as practicable.
- Commitment to consult and gain workforce participation in OHS matters.
- Complying with all OHS/WHS legislation and other requirements which are relevant to the context of our organisation.
- Making our commitment to Health and Safety visible to all interested parties.
- Provided resources and appropriate training to ensure employees have the competence to conduct local risk controls.
- Determine authority, responsibility and accountability for the development and control of programs and perform assigned work duties.
- Setting measurable objectives and targets which will be monitored.

To achieve these objectives, we shall act to:

- Ensure participation at all levels in decisions concerning one's own work to ensure that the workplace is safe and without harm.
- Provide safe plant, equipment and work environments.
- Provide and maintain written hazard and risk management processes including risk registers, safe systems of work and management plans.
- Provide information, instruction, training and supervision to workers and contractors as is necessary to ensure continued mutual cooperation, health and safety.
- Provide regular communication and consultation, through inductions, daily pre-starts, weekly toolbox meetings, notice boards and email communications.
- Conduct regular audits to enable continual improvement and ongoing compliance.
- Provide incident management process to assist in investigation, corrective action and identification of competency and training requirements.
- Provide support and assistance to workers including injury management programs to assist effective early return to work.
- Communicate this policy to all existing employees and to new employees when they commence with Codmah.

In support of our Objectives, and to demonstrate our commitment to Health and Safety, we maintain and continuously improve a Management System in accordance with the requirements of ISO 45001:2018.

This policy together with the measurable objectives and targets will be reviewed on an annual basis to ensure that it remains relevant and suitable to the operations of Codmah.

John Murtagh, Director

Barbara Atkinson, HR/Systems Manager