

Safety Charter

SKILLED Group is committed to health, safety and wellbeing and understands that in order to reach its goal of "zero harm", a reciprocal relationship between the organisation and its employees is required. Adherence to SKILLED Group goals, values and safety requirements is essential to foster safety behaviours and a positive safety culture.

Compliance with SKILLED Group safety requirements is not optional and any breach of them will be treated as a breach of this charter and the conditions of your employment. A serious breach may, after investigation, be treated with summary dismissal.

At SKILLED Group, we believe that:

- Working safely is a condition of employment.
- Each of us is accountable for meeting our occupational health and safety responsibilities.
- Engagement of all levels of the organisation is required to promote and maintain a safe workplace.
- SKILLED Group is ultimately responsible for the occupational health and safety of our employees.
- Clients have an obligation to ensure the occupational health and safety of a SKILLED Group employee.
- Incident investigation is about finding out what happened and why, not who can be blamed.
- Each employee who suffers a work-related injury or illness will be provided with the necessary assistance to safely return to their pre-injury duties.
- The involvement and participation of all employees is necessary to achieve the goal of Zero Harm.
- Clients have an obligation to share in the provision of alternative duties for injured/ill workers.
- Based on the belief that we are accountable for our actions and that working safely is a condition of employment, clear and firm rules are provided to ensure your safety and welfare.

The SKILLED Group Rules - I will care for people, including myself, and I will;

- Always act in a way that never endangers me or others.
- Assist others to work safely and not knowingly permit anyone to work unsafely.
- Demonstrate my commitment to safety by integrating safety into every part of my work day.
- Always follow SKILLED Group and Client procedures and wear the required PPE.
- Only perform work if competent, qualified, licenced and authorised to do so.
- Always attend work fit for duty, not adversely affected by drugs or alcohol.
- Never physically abuse or verbally threaten anyone with violence.
- Follow all instructions and procedures to comply with environmental laws.
- Not steal, use without authority, misuse or deliberately damage company or client property.
- Participate in SKILLED Group and client safety consultation activities.
- Report all incidents and hazards to SKILLED Group immediately.
- If injured, actively participate in SKILLED Group's return to work program

I have read about SKILLED Group's beliefs and safety requirements and agree to abide by them. I understand that these safety requirements and beliefs are there to assist me, and other SKILLED Group personnel, to remain safe and free from injury.

Authorised by:



Mick McMahon
Chief Executive Officer
SKILLED Group Limited

Co-signed by:

Your Name:
Your Position:
Date: