



# **Submersible Motor Engineering (SME) Health and Safety Policy**

## **GENERAL COMMITMENT STATEMENT**

This policy recognises that the health and safety of all employees with Submersible Motor Engineering Pty Ltd is the responsibility of company management. In fulfilling this responsibility, management has a duty to provide and maintain as far as practicable, a working environment that is safe and without risk to health. Company procedures for training and back-up support will be followed. In fulfilling the objectives of this policy, management is committed to regular consultation with employees to ensure that the policy operates effectively, and that health and safety issues are regularly reviewed; Health and Safety meetings will be held on a regular basis to provide a forum for training and discussion.

Recognising the hazards occurring in the engineering industry, this company will take every practicable step to provide and maintain a safe and healthy work environment for all employees. To this end management will be responsible for the following:

### **MANAGEMENT:**

1. Is responsible for the effective implementation of the company health and safety policy;
2. Must observe, implement, and fulfil its responsibilities under the Acts and Regulations which apply to the engineering industry;
3. Must ensure that the agreed procedures for regular consultation between the management and those with designated health and safety responsibilities are followed;
4. Must make regular assessments of health and safety performances and resources in cooperation with those with designated health and safety functions;
5. Must ensure that all specific policies operating within this company - purchasing, dangerous goods, noise, training, first aid and system of work, are periodically revised and consistent with company health and safety objectives;
6. Must provide information, training, and supervision for all employees in the correct use of plant, equipment and substances used throughout the Company and;
7. Must be informed of incidents and accidents occurring on the Company premises to company employees so that health and safety performance can accurately be gauged.

## **EMPLOYEES:**

1. Have a duty to take care for their own health and safety and of others affected by their action at work;
2. Must comply so far as he/she is reasonably able with the safety procedures and directions given by the employer;
3. Must use such protective clothing and equipment as is provided, or provided for, by the employer in the proper manner (if in doubt - ask ).
8. Must not wilfully interfere with or mis-use items or facilities provided in the interests of health, safety and welfare of Company employees;
5. Must, in accordance with agreed Company procedures for accident and incident reporting, report potential and actual hazards;
6. Have a duty to become aware of the information contained in material safety data sheets as appropriate to the material they handle.

This policy will be regularly reviewed in the light of legislation and Company changes. Management seeks cooperation from all employees in realising our health and safety objectives and creating a safe work environment.

All employees will be advised, in writing, of agreed changes and arrangements for their implementation.