

# DUTY OF CARE POLICY

Buckby Contracting Pty Ltd is committed to ensuring that all employees, contractors and visitors working for the company or on company projects are provided with a safe and healthy work environment.

Buckby Contracting Pty Ltd provides civil engineering and construction solutions in Western Australia for urban land development projects and divisional works. Buckby Contracting Pty Ltd prides itself on the quality of its people, with their skill and experience playing a vital role in the continued success of its operations.

Within the Western Australian Occupational Safety and Health Act 1984, the duties and responsibilities of both employers and employees alike is referred to as having a 'duty of care.' Section 19 of the Act addresses these requirements, stating:

*'Employers shall, so far as is practicable, provide and maintain a safe system of work whereby all employees are not exposed to any hazards,' and*

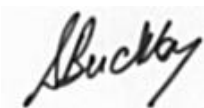
*'Employees must take reasonable care to avoid affecting their own health or the health and safety of others through any act or omission.'*

Buckby Contracting Pty Ltd is committed to establishing and implementing measurable objectives and targets to address improvements and a reduction of injuries in the workplace, while investigating near-misses and incidents, and implementing any changes and improvements accordingly.

Buckby Contracting Pty Ltd, as the employer, is committed to providing and maintaining outstanding care to all employees, by implementing various mechanisms for identifying workplace hazards, safe workplaces and equipment, adequate training and PPE as required, appropriate systems for monitoring safety and compliance, adequate supervision and instruction, and a continuing commitment to comply with all relevant statutory obligations and requirements.

Meanwhile, all personnel and stakeholders are expected to act in a responsible and safe manner at all times, follow work instructions and procedures, wear and maintain provided PPE, report all incidents and hazards promptly, operate machinery in a safe and responsible manner, and comply with all company safety and environmental policies and procedures. All employees are to avoid affecting their own health and safety, and that of those around them.

Buckby Contracting will continue to maintain, review and improve its occupational health and safety program, while consulting and communicating with all relevant stakeholders, and maintaining the duty of care of all concerned as the highest of priorities.



Stuart Buckby  
Managing Director