



WORK HEALTH & SAFETY, DRUG & ALCOHOL AND REHABILITATION & RETURN TO WORK

HS-POL-01  
POLICY STATEMENT

Revision: 05

Date: 11.08.2015

**SHAMROCK CIVIL**  
Safe • Sustainable • Smart • Solutions

ABN: 68 066 655 856

Shamrock Civil is committed to providing a safe work environment for our employees, subcontractors, clients and members of the public. This is achieved by:

- Demonstrating safety leadership and commitment which fosters a culture of compliance, reporting and communication;
- Complying with the Work Health & Safety Act and all other applicable laws, regulations and statutory obligations;
- Implementing, reviewing, maintaining and continually improving the management system;
- Setting objectives and targets to ensure continual improvement and elimination of work-related injury and illness;
- Communicating expectations and consulting with all stakeholders to improve safety culture, compliance and performance;
- Involving employees in risk management processes as a means to reduce occupational hazards, improve control methodologies and provide a safe work environment;
- Engaging appropriately qualified personnel and providing training, instruction and information to employees so as to increase their safety awareness, develop their skill sets and enhance performance;
- Providing an effective system of rehabilitation and return to work for injured or ill employees; and
- Ensuring that personnel are fit for duty through education and awareness programs.

Shamrock Civil employees, subcontractors and visitors are required to:

- Adhere to safe work practices and instructions;
- Participate in the hazard identification, risk assessment and control processes;
- Report any unsafe work practices, equipment and conditions;
- Cease or refuse to carry out work if there is reasonable concern that to carry out the work would pose a serious health or safety risk;
- Recognise that WHS is both an individual and shared responsibility;
- Report to work in a state fit for duty;
- Inform the supervisor if aware of or suspect another person is not fit for work;
- Undergo testing for alcohol and other drugs; and
- Participate in rehabilitation including the return to work program and suitable duties.

Shamrock Civil recognises that there is no task so important or so urgent that it compromises the health & safety of any individual.

Andrew Kerr  
CEO

Date: 11/08/15