



Pools & Leisure Ltd

Swimming Pools, Spa's, Saunas & Steam

OCCUPATIONAL SAFETY AND HEALTH POLICY STATEMENT

GENERAL POLICY

Trutec Pools and Leisure Limited's policy in the area of occupational health, safety and welfare is to provide a safe and healthy place to work for all staff, contractors and members of the public.

MANAGEMENT'S RESPONSIBILITY

The Management of Trutec Pools and Leisure Limited is committed to improving every aspect of health and safety by involving all staff and sub-contractors in reducing or eliminating any risks and hazards in the workplace and providing sufficient resources to comply with the Occupational Health & Safety Regulations.

HEALTH AND SAFETY STRUCTURE

Refer to Trutec Pools and Leisure Limited's OHS Management Structure and Consultation Structure.

OCCUPATIONAL SAFETY AND HEALTH PROGRAMME

In order to implement the General provisions of this policy, Trutec Pools and Leisure Limited will set up and monitor a programme of activities relating to OH&S and include:

- OH&S training and education
- Risk Management approach to Hazard Identification
- Risk Assessment and elimination or reduction of risks
- Work design, workplace design and standard work procedures
- Safety rules and disciplinary procedures
- Changes to work methods
- Provision of OH&S equipment
- Workplace inspections
- Reporting and recording incidents, injuries and illnesses
- Provide OH&S information to employees, contractors, and sub-contractors



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SPECIFIC RESPONSIBILITIES

- a. The Directors and Managers are required to ensure that this policy and the OH&S programme are effectively implemented in their area of control and to support supervisors and hold them accountable for their specific responsibilities.
- b. All Supervisors are responsible and will be held accountable for taking all practical measures to ensure that the workplace they control is safe and without risk to health. The supervisor shall ensure persons working at that workplace are behaving in a safe manner without risking health.

More specifically: The supervisor will always be held accountable for detecting any unsafe or unhealthy condition or behavior. If the Supervisors do not have the necessary authority to fix the problem, they will be held accountable for reporting the matter promptly with a proposed solution to their supervisor with the necessary authority to remedy the problem.

- c. Managers or Supervisors with the necessary authority will be held accountable for prompt action, so that unsafe, unhealthy conditions and unsatisfactory behavior is eliminated.
- d. Employees are required to cooperate and comply with Trutec Pools and Leisure Limited's OH&S policy and programme to ensure their own health and safety and that of their fellow workers as well as the public. All employees are required to report any unsafe condition or act.
- e. Sub-contractors engaged to work for Trutec Pools and Leisure Limited are required as part of their contract to have in place their own working OH&S System and to comply with both this as well as any additional requirements of Trutec Pools and Leisure Limited and comply with the OH&S policy and programmes, in accordance with Health and Safety Regulations, observing directions on health and safety matters from supervisors, employees or officers. Failure to comply or observe these directions will be considered a breach of the contract and sufficient grounds to terminate the contract.
- f. Visitors to Trutec Pools and Leisure Limited's sites are required as part of their visiting rights to comply with the Occupational Health and Safety policy and programme, observing directions on health and safety matters from employees or designated officers. Failure to comply or observe these directions could result in visitors being required to leave the site.

SIGNATURE: *Ed Mogeey*

POSITION: Managing Director