



INTEGRATED MANAGEMENT SYSTEM

Work Health and Safety Policy

XC - POL - 01

Our commitment to the health and safety of every person who works on an Xceler8 Constructions site, and what we do to make that commitment real.

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XCELER8 CONSTRUCTIONS PTY LTD

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POLICY STATEMENT

Xceler8 Constructions Pty Ltd delivers formwork, reinforcement and concrete placement packages on major civil and commercial projects. The work we do carries real risk — cranes and lifting, work at heights, falsework and formwork, concrete pours, plant movements and silica dust. Nothing we build is worth someone being hurt for.

Our objective is simple and it does not move: every worker who starts a shift with Xceler8 Constructions goes home in the same condition they arrived. We hold ourselves to full compliance with the Work Health and Safety Act 2011 (Qld), the Work Health and Safety Regulation 2011 (Qld), the relevant Codes of Practice and Australian Standards, and the requirements of the principal contractors we work for.

Every person on an Xceler8 Constructions worksite has the authority to stop work they believe to be unsafe, and will not be disadvantaged for doing so.

OUR COMMITMENTS

As the person conducting a business or undertaking, Xceler8 Constructions commits to:

- Providing and maintaining a work environment, plant, structures and systems of work that are without risk to health and safety, so far as is reasonably practicable.
- Eliminating hazards at the source wherever we can, and where we cannot, minimising risk by applying the hierarchy of controls — substitution, isolation, engineering, administrative controls and then personal protective equipment.
- Preparing a Safe Work Method Statement for all high risk construction work before that work starts, and working to it. Where conditions change, work stops and the SWMS is reviewed with the crew before work resumes.
- Consulting our workers, and the principal contractor and other duty holders, on matters that affect their health and safety — through pre-starts, toolbox talks, SWMS sign-on and the review process.
- Employing, inducting and training competent people, and verifying tickets, licences and competencies before a person is put to work.
- Inspecting and maintaining our plant and equipment, and only using plant that is fit for purpose and compliant.
- Reporting, recording and investigating all incidents, injuries and near misses, identifying root cause and closing out corrective actions.
- Supporting the recovery and safe, durable return to work of any worker who is injured.
- Setting measurable safety objectives, monitoring performance against them, and reviewing this system at least annually so that it keeps improving.
- Providing the resources — time, money, people and plant — needed to make the above real rather than paper.

RESPONSIBILITIES

Director — holds the primary duty of care, exercises due diligence under section 27 of the WHS Act, and provides the resources and direction needed for this policy to work.

Supervisors and Foremen — implement this policy on site, run pre-starts and toolbox talks, verify competencies and PPE before work starts, monitor compliance with SWMS, and stop work where it is not safe to continue.

Workers and subcontractors — take reasonable care of their own health and safety and that of others, follow reasonable instruction and the agreed controls, use the PPE provided, and report hazards, incidents and near misses immediately.

RELATED DOCUMENTS

This policy is displayed at Xceler8 Constructions worksites and site offices, and is communicated to all workers at induction.

AUTHORISATION

Approved by:	Jesse Lindenberg — Director
Signature:	
Date:	