



HEALTH AND SAFETY POLICY STATEMENT

Vos Construction & Joinery Pty Ltd (Vos) is a Tasmanian Company with operations that involve the construction of commercial and industrial buildings, shop fitting, and the manufacture / installation of joinery products within Tasmania and Interstate.

Vos believes that employees are its most valuable asset and must be respected and treated accordingly. Therefore, it is a requirement that all employees operate in a safe environment using safe systems of work.

Vos is committed to the establishment of health and safety objectives and targets through diverse forums of communication. This opportunity encourages consultation between management, employees and external interested parties. Objectives and Targets shall be established at a corporate level for the organisation as a whole and at a project level when applicable.

Vos is committed to stringent planning processes for every project to ensure site specific safe systems of work, especially in relation to High-Risk Construction Work.

Vos is also committed to strict compliance with relevant Health and Safety Legislation, Codes of Practice and Australian Standards.

It is the policy of Vos that its employees and subcontractors will be provided with a safe and healthy work environment. Management will actively pursue this objective.

Health and Safety incidents are not inevitable. Vos management is committed to a culture where all employees and subcontractors believe incidents can be prevented.

Vos management shall instil a safe working culture by:

- interrupting all unsafe acts, no matter how trivial the act is perceived;
- supporting and encouraging all employees to speak out when witnessing any unsafe acts;
- supporting and encouraging employees with management responsibilities at a worksite to enforce site health and safety rules at all times;
- developing processes that reduce adverse mental health outcomes for all workers; and,
- encouraging a culture of being safe at home as well as work.

Through this approach, awareness of safety will be maximised to the benefit of all personnel and their families as well as the community.

Responsibilities

Because of the hazardous nature of the construction industry, management at all levels has the prime responsibility of ensuring that every activity is performed in a safe manner and within a safe environment. Every member of management is required to continually consider the health and safety of all personnel under their control and to enforce safe procedures, site safety rules and a robust health and safety culture, especially in relation to High-Risk Construction Work.

All employees have a legal responsibility to safeguard not only their own health and safety at work, but also that of their fellow workers and members of the General Public. In particular, an employee shall not do anything likely to endanger the health and safety of themselves or any other person at work.

Employees are specifically required to report any unsafe or unhealthy conditions or work practices to their immediate manager/supervisor/foreman and to seek advice with regard to correct safety procedures if there is any doubt regarding the safe method for performing a designated task.

Kurt Jones

Chief Executive Officer

31st July 2026

Next review date:

31st July 2029

