



Natural Area  
CONSULTING MANAGEMENT SERVICES

## Natural Area Policy Document Workplace Health & Safety Policy

POL-HSEQ-003

The management of Natural Area Holdings Pty Ltd recognises and accepts that it has a legal and ethical obligation to provide a safe work environment for its employees, contractors and visitors to its work sites, depots and offices to comply with state and federal WHS legislation and guidelines. We also recognise that workplace health and safety including psychosocial safety is the responsibility of all personnel within the organisation, including employees and management. Our workplace health and safety system relies on a consultative and team approach for its ongoing success and continued improvement to eliminate work-related accidents, injury and illness.

A risk assessment approach is adopted; the risks associated with each work task are assessed to determine the potential for injury and accident. The hierarchy of control is applied to eliminate, substitute, isolate, engineer out, apply administrative controls or provide PPE to prevent accidents, injury or illness. The aim of Natural Area's WHS management system is accident and injury prevention, hazard control, health preservation and promotion. Consultation occurs regularly with employees and management.

Natural Area commits to:

1. Ensuring that workers are consulted and participate in health and safety matters
2. Appointing Health & Safety Representatives if requested by the workforce
3. Ensuring that all employees meet the mandatory WHS training/licence/certification requirements prior to commencing employment with Natural Area.
4. Ensuring that all staff are fully informed about the work activities they have been assigned that have the potential to result in accident or injury via the completion of Job Safety Analysis (JSA) for all project work.
5. Providing Personal Protective Equipment (PPE) for all situations where no alternative means for reducing risks is feasible.
6. Regularly reviewing and assessing hazards in the workplace including psychosocial hazards and applying appropriate strategies to manage those hazards as far as is practicable to do so.
7. Ensure WHS management is discussed at management meetings.
8. Regularly reviewing the Integrated HSEQ Manual and Standard Operating Procedures to incorporate efficiencies, changes to legislation and changes to customer needs and to demonstrate our commitment to WHS.
9. Maintain documents to ensure records are kept and available for reference.
10. Ensuring personnel at all levels are trained in first aid procedures including provision for mental health first aid training for management

Luke Summers  
Director  
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