



Natural Area Policy Document

Workplace Health & Safety Policy

POL-HSEQ-003

Natural Area recognises and accepts that it has a legal and ethical obligation to provide a safe work environment for its employees, work integrated learning students, sub-contractors and visitors to its work sites, depots and offices to comply with state and federal workplace health & safety (WHS) legislation and guidelines. Natural Area also recognise that workplace health and safety including psychosocial safety is the responsibility of all employees within the organisation, including employees and management. The 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.

Natural Area adopts a risk assessment approach where 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 the Natural Area WHS management system is accident and injury prevention, hazard control, health preservation and promotion. Consultation occurs regularly with employees and management.

The Natural Area policy in relation to workplace health & safety is:

1. Ensure that employees are consulted and participate in health and safety matters.
2. Appoint Health & Safety Representatives if requested by the workforce.
3. Ensure that all employees meet the mandatory WHS training, licence & certification requirements prior to commencing employment with Natural Area.
4. Ensure that all employees 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).
5. Provide Personal Protective Equipment (PPE) for all situations where no alternative means for reducing risks is feasible.
6. Review and assess hazards in the workplace regularly 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. Review the Integrated HSEQ Manual and Standard Operating Procedures to incorporate efficiencies, changes to legislation and changes to customer needs to demonstrate our commitment to WHS.
9. Maintain documents to ensure records are kept and available for reference.
10. Ensure all employees are trained in first aid procedures including provision for mental health first aid training for management.

This policy is reviewed annually and available on the Natural Area website and Teams (accessible to employees)

A handwritten signature in blue ink, appearing to read "Luke Summers".

Luke Summers
Director
2 January 2026