

It is Ecological Service Professionals' (ESP) policy that each of its team members shall be provided with a safe and healthy place in which to work, and that our work practices will not compromise the health or safety of others present at the workplace, for example, contractors, visitors or other non-employees, or the environment in which we work.

To achieve this policy, management will make every reasonable effort in the areas of hazard identification, risk assessment and control, as well as health and environment preservation and promotion. These aspects of working conditions and protection of the environment will be given top priority in company plans, procedures, programs and job instructions.

In conjunction with this policy, a series of procedures and rules on specific individual health, safety and environment matters will be prepared, consulted on and issued to team members. We are committed to continual improvement of health, safety and environmental performance and the elimination of workplace injury and illness, and damage to the environment, as a result of our practice. Health, safety and environment at ESP is both an individual and shared responsibility of all team members. The following areas of responsibility are essential to the success of the policy:

1. **Senior Management:** is required to actively pursue the goals of this policy through the following approaches:
 - a. Devising and administering a comprehensive health, safety and environmental risk management program
 - b. Holding regular senior management and supervisor meetings to discuss health, safety and environmental performances, and
 - c. Taking effective action to provide and maintain safe, healthy and environmentally friendly working conditions for all team members and others affected by the organisation's undertaking
2. **Supervisors:** will be held accountable for working conditions under their control and for the extent of information, instruction, training and supervision given on safety, health and environmental matters to team members. They are to provide the initiative and follow-up action to maintain this policy within their own sections.
3. **All team members:** will share responsibility for their own safety and that of their co-workers and others affected by work practices. They also share responsibility for ensuring that the practice operates in an environmentally sustainable way. The success of this organisation's health, safety and environmental program rests on the willingness of everyone to cooperate and work collectively so as to eliminate and control health, safety and environmental risks.

This organisation is committed to effective consultation and engagement with team members on work health, safety and environmental matters. We recognise that there are times that we share a primary duty of care with other duty holders in regards to our team members and therefore we are committed to consult, cooperate and coordinate activities with other duty holders to produce the required health, safety and environmental outcomes.



Signed: Dr Simon Walker | Director:

Date: 24 January 2020