



WORK HEALTH & SAFETY (WHS) POLICY STATEMENT

Impact Executive Solutions Pty Ltd is committed to the work health, safety and welfare of its' employees, those contracted to perform work on behalf of Impact Executive Solutions, and of visitors to any of Impact Executive Solutions' premises. At Impact Executive Solutions, our first priority must always be the well being of our employees. No task is so important that a person's safety is put at risk.

Legislation and best practice require that we supply safe and healthy conditions for our employees. Although these requirements are difficult for our type of operations, as we have little direct control over the facilities where the majority of our staff work, we will endeavor to ensure that employees are assigned to workplaces free of unsafe working conditions and / or hazards.

Impact Executive Solutions Pty Ltd is committed to:

- Compliance with WHS legislation requirements;
- Developing and implementing WHS programs to ensure that all risks to health and safety at the workplace are identified, assessed and eliminated or controlled.
- Providing appropriate resources to ensure the effective implementation, maintenance and improvement of our WHS Management System and to review the system periodically for relevance to our organisation's activity;
- Maintaining an effective injury management program to minimise the long-term impact of any workplace injury, illness or disability;
- Providing appropriate WHS training to all employees to enable work activities to be performed in a safe manner;
- The promotion of a consultative environment encouraging employees, contractors and other relevant parties to make decisions about processes that impact work health and safety; and
- Effectively communicating WHS information, including the requirements of this policy to employees, contractors and visitors in the workplace.

All Managers and Supervisors will ensure that the objectives of this policy are implemented and integrated into day to day work practices. All employees are required to take responsibility for the health and safety of themselves and others to comply with Impact Executive Solutions' WHS Policy and procedures.

This policy is the keystone of the Impact Executive Solutions' WHS Management system and interfaces with other policies and procedures established to manage specific aspects of occupational health and safety at Impact. All policies will be regularly monitored and revised in light of legislative, best practice or organisational changes.

Should you require more information regarding our commitment to WHS and the policies and procedures we have in place, please do not hesitate to ask.

JOANNE WAYTE, Director