

We regard the health safety and wellness of our people, patients and all related persons impacted by our business as an ethical and moral responsibility. We are committed to ensuring people are not harmed during our conduct of business and the effective management of health safety and wellness risks is a key priority for Abano. We encourage innovation and prudent investment in strategies to protect the health safety and wellness of our people with a focus on the prevention of harm from all risk. We are dedicated to continuous improvement in the prevention of harm through an effective health and safety management system and a proactive health safety and wellness culture.

Our Health Safety and Wellness principles are:

- We give precedence to ensuring people are not harmed during conduct of our business.
- Leadership commitment on the health safety and wellness of our people is expected and essential.
- Management is accountable and everyone is responsible for ensuring health, safety and wellness is maintained, consistent with this policy, in the workplace.
- Management set clear objectives towards zero harm through the implementing a health and safety management system.

The HSMS approach applied in this document is founded on the concept of Plan-Do-Check-Act as shown in Figure 1.



Figure 1 HSMS diagram

In applying these principles, we will:

Enable all people in our workplace to use their influence, expertise, and awareness to deliver our Health Safety and Wellness goals.

- Ensure people understand their roles and responsibilities, and support development of their capabilities in relation to Health Safety and Wellness.
- Maintain processes to enable our people to engage and participate in Health Safety and Wellness.
- Develop our leaders to ensure they effectively lead and promote Health Safety and Wellness and to manage the hazards and risks associated with our workplace.
- Develop a culture where the priority is to learn from incidents rather than attribute blame.
- Clearly define accountabilities of contractors and Abano companies where there are shared health, safety, and wellness responsibilities.

Swiftly and effectively manage all Health Safety and Wellness risks arising from our work.

- By identifying and evaluating our risks and eliminating or minimising these so far as reasonably practicable.
- We will regularly review the ongoing effectiveness of our risk management controls.
- Embed consideration of Health Safety and Wellness into all our business decision making and operations.
- We will maintain an effective system for reporting, managing, and learning from incidents.

Monitor and report on Health Safety and Wellness performance to identify and act on opportunities for improvement by:

- Maintaining quality and timely information on risks and the drivers of harm in our workplace.
- Providing timely and accurate reporting and information to support the due diligence activities of management and the Board.
- Drive improvement through the setting of measurable health and safety objectives and targets, and reporting of performance.
- Sharing our information and insight with our people to support improvement in Health Safety and Wellness outcomes.
- Celebrating achievements and being transparent where we fail to meet performance expectations.
- Providing a safe and effective early return to work process for injured or ill team members.

We will comply with all relevant legislation, regulations, and industry standards.

This Policy Statement shall be reviewed two yearly and approved by the CEO.

CEO Signature: 

Date: 31 August 2021