



Working Together: Health, Safety and the Environment

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Protecting People & Property

WORMALD



Building a sustainable future

Wormald is serious about the well-being of our people, our customers, the community and the environment around us. After all, we have been protecting people, property and the environment for over 115 years.

By taking a long term approach to business, our relationship with you, our customers and the community, we have built a culture where harm to our people and the environment is unacceptable. To meet this commitment, we have implemented rigorous Environmental Health & Safety (EH&S) management systems across the business.

These provide safe and environmentally friendly conditions for everyone who deals with Wormald in a way that protects people and the environment and supports our community. We must also each be accountable for our own actions. All our managers and employees have a personal responsibility to implement this policy.

Integrated Systems

We take a balanced approach to EH&S, utilising training and consultation to achieve accountability and meet internal and external operational requirements. Our international EH&S management system features:

- > Approval, support and regular review by all senior management teams
- > Accredited to AS/NZ4801:2001 in QLD and all other states compliant
- > ISO 14001:2004 compliant
- > Integrated protocols and programs to minimise the risk of personal injury and environmental harm
- > Accurate records and reporting on EH&S performance and trends

Consultation

Systems are only as effective as the people behind them. That is why we have formal two-way communications in place with all business stake-holders including:

- > Consultation between customers, managers, employees and contractors
- > Regular department toolbox and EH&S meetings
- > Dedicated EH&S committees represented by all departments and management

Training

To keep safety top of mind and EH&S skills up to date, we offer comprehensive induction training to all new employees as well as ongoing refreshers and education programs. These programs include:

- > Face-to-face EH&S induction for new employees including a knowledge test
- > Corporate EH&S training is provided for managers, supervisors and other responsible personnel
- > Regular staff training on hazard and risk recognition, assessment and control
- > Competency based EH&S awareness programs

Wormald works with you to provide a balanced approach to Health, Safety and the Environment.



Putting people first

EH&S policies are integrated across all divisions of our business from staff and internal processes, to customers, contractors and suppliers.

Working with Our Customers

We work with our customers to address and manage EH&S issues across your business. These initiatives include:

- > Tailored safety management plans for your sites or projects
- > Flexibility to adapt to your internal safety systems
- > Access to Wormald's local, national or global EH&S experts
- > Regular site inspections by EH&S and other management staff to monitor performance

Proactive Programs

When it comes to effective EH&S risk management, prevention, preparation and rapid response all have an important role to play and Wormald offers a range of proactive options for staff:

- > Employee recognition and wellness programs are available to all employees
- > Defined, documented and communicated emergency response plans are in place
- > If an incident occurs, we provide reliable medical treatment through a network of doctors to ensure effective injury management
- > Incidents are investigated to identify root causes and implement preventative actions
- > Equipment recycling program

Accountability

EH&S policies are integrated across all divisions of our business from internal staff and processes to contractors and suppliers.

- > Comprehensive monthly management reports discuss all incidents and near misses
- > Quarterly certifications are prepared to confirm that EH&S data provided is accurate and complete
- > Contractors are assessed on EH&S risks prior to being engaged based on the nature of their products, activities, services and safety records
- > The EH&S performance of contractors is formally monitored
- > EH&S management systems and compliance audits are completed every three years in addition to regular internal audits to ensure compliance
- > Corporate EH&S KPIs, set annually, monitored quarterly, form incentive scheme for management and EH&S

Risk Management

- > Risk management services such as job safety and environmental analysis (JSEA)
- > Risk management training for all staff
- > Monitored corrective action register with prompt follow up
- > Competency checks, purchasing reviews and equipment inspections
- > Preventative maintenance and electrical testing and tagging
- > PPE selection, fit, use and maintenance programs

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An extract from the Tyco Fire and Security Environmental, Health and Safety Policy.

To meet our Environmental, Health & Safety responsibilities, Wormald will:

- > Demonstrate leadership and commitment through all its managers and supervisors.
- > Hold managers accountable for the health, safety and environmental performance of their businesses.
- > Operate in compliance with all health, safety and environmental laws and regulations.
- > Strive to continuously improve the Company's health, safety and environmental performance by setting objectives, plans and performance measures, and regularly reviewing progress against the targets set and rectifying deficiencies when detected.
- > Implement health, safety and environmental management systems and procedures to provide direction for establishing and maintaining a safe and healthy workplace for our people and protection of the environment.
- > Develop safety and environmental awareness across the Company through continuous education and training of all managers, supervisors, employees and contractors.
- > Take all practical steps to eliminate hazards and harmful environmental impacts associated with business work activities through the process of risk identification and assessment, implementation of controls and monitoring to ensure continuing effectiveness.
- > Involve all employees in health, safety and environmental management through teams that support active participation and by encouraging them to report hazards and environmental concerns.
- > Support engineering and process modifications that reduce the risk of injury to people, reduce pollution and waste and encourage recycling.
- > Ensure all incidents and noncompliance situations are reported and recorded, and root causes identified. Where injury, illness or environmental harm occurs, or could have occurred, ensure that corrective actions are implemented.
- > Where people have been injured, help them to achieve full recovery through prompt treatment, active rehabilitation, and participation in "Return to Work" programs.
- > Provide support and allocate resources to ensure the commitments of this policy are met.

This signed statement confirms our personal commitment and will be displayed in our workplaces around Australia, New Zealand and Fiji.

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Tyco Fire and Security
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Wormald
Vice President and General Manager

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