

Policy Owner: Head of Health, Safety & Regulatory Compliance

Approved: 22 April 2024

1. Application

For over 50 years, Cleanaway have supported Australian businesses by delivering solutions that offer benefits not only to our customers, but also for our communities. With a prized network of state-of-the-art facilities, transfer stations, engineered landfills, liquid treatment plants and refineries, we offer customers the capacity to collect, process, treat, recycle or safely dispose of waste.

This policy applies to all Cleanaway employees, contractors and joint ventures engaged in activities under the operational control of Cleanaway Waste Management Ltd and all its subsidiaries (Cleanaway).

2. Policy Objectives

At Cleanaway, we are committed to all aspects of safety, health and wellbeing (including psychosocial & mental health) of all employees and contractors. We believe that all workplace incidents, injuries and illnesses are preventable; that everyone deserves to go home safe, every day.

Our approach to Health & Safety is aligned to Our Cleanaway Way and the toolkits which are integral to it.

We believe that attaining the highest standards in health and safety is paramount to the success and sustainability of our business. We apply Continual Improvement philosophy to all aspects of safety, health and wellbeing and ensure these requirements meet the Plan-Do-Check-Act (PDCA) cycle and are supported by Cleanaway Executive Team.

3. Operating Principles

Cleanaway achieves these objectives by:

- Empowering all employees and contractors to cease work where there is a threat to safety.
- Consulting with employees and relevant stakeholders in the decision-making processes impacting on workplace health, safety and wellbeing.
- Understanding and valuing the needs and expectations of our workers, contractors and other interested parties.
- Complying with all legal requirements, codes of practice and standards applicable to our activities.
- Active and visible safety leadership from all employees and contractors.
- Identifying and understanding the hazards inherent to the activities we undertake and effectively assessing, controlling, managing and assuring those risks.
- Mitigating hazards and risks through design by applying Management of Change (MoC) processes when changes to existing (or new) products, equipment and services are required.

- Providing appropriate training and support to our employees and contractors to enable them to understand our vision of Industry-leading HSE performance, and to allow them to perform their roles competently and safely.
- Setting objectives, targets and key performance indicators which continually drive us to improve our health and safety performance.
- Learning from our performance and from other best practice industries, continuously improving our processes and work practices; and sharing lessons learnt with others.
- Ensuring that all incidents, near misses and nonconformances are investigated - specifically identifying all causal and contributing factors so that appropriate corrective actions are taken and applied across the enterprise.
- Regularly undertaking audits and inspections of our operations.
- Effective implementation of the Health and Safety Policy.
- Communicating this policy to employees and interested stakeholders; and reporting on our health and safety performance openly and transparently.

4. Responsibilities

All employees and contractors are required to:

- Meet the requirements of our Lifesaving Rules, which include ensuring critical risk controls are in place.
- Carry out their work in accordance with Cleanaway's safety policies, processes and procedures.
- Be accountable for their own safety, and that of others; 'SLAM' – Stop, Look, Assess and Manage the hazards and risks inherent to the activities they undertake.
- Stop work where there is a threat to their or others' safety.
- Report any hazards or identified risks and all incidents which cause actual or potential injury or damage.

Reviewed and Approved by the Board of Directors on 22 April 2024

Next Review Date: February 2025

Endorsed By:



Mark Schubert – CEO & Managing Director