

Health & Safety Policy

CoGen is committed to an effective health and safety strategy that protects its employees, property and the general public from accidents and illness. Every employee is entitled to a safe work environment, free from foreseeable hazards that may result in personal injury or illness.

Management will provide the necessary resources including safety equipment, training and safe work procedures. Our health and safety systems have been developed in accordance with industry standards and best practices that comply with all relevant legislative requirements.

Employees at every level are equally responsible and accountable for CoGen's overall safety incentives. All employees have the right to refuse unsafe work. Our objective is an incident-free workplace for all. Through the way we work and behave, all our employees and stakeholders will be protected from risks of occupational injury or ill health.

We will:

- Comply with all government mandated health and safety regulations
- Actively manage and supervise workplace health and safety
- Consult with our employees on matters affecting their health and safety
- Ensure that all employees are properly trained and competent to safely do their work
- Continually improve our health and safety through regular reviews and revisions of our health and safety procedures
- Foster a good health and safety culture among all employees and contractors
- Through our systems and procedures people will be empowered to raise health and safety concerns with management for their review and action to support continual improvement
- Encourage and support the reporting of all incidents
- Investigate incidents to determine root causes to prevent recurrence through implementing corrective actions
- Document and retain records in support of the health and safety management system
- Adequately resource delivery of this policy

Employees will:

- On attending sites or other places of work, comply with the policies and procedures of the organisation having responsibility for health and safety at that location

This policy applies to all employees regardless of role or location of employment.

Ian Miller
Chief Operating Officer

Signature:  Ian Miller

Date: 8 January 2024