

# Work, Health & Safety Policy

Eco Logical Australia Pty Ltd (ELA) is a leading environmental consultancy providing services in Environmental Approvals & Planning, Aquatic Ecology, Archaeology & Heritage, Bushfire Service, Consulting Arborists, Environmental Offsets & Bio Banking, Flora & Fauna, Geographic Information System (GIS) & Remote Sensing, Groundwater & Surface Water, Natural Resource Management, Restoration Ecology, Mine Closure Services and Environmental Training.

ELA's vision is to be the most sought-after environmental consultancy for clients and staff. We help our clients achieve the best possible outcomes for their projects and the environment.

We are committed to providing and maintaining the Work, Health & Safety (WHS) of all workers and visitors.

Our company values and encourages collaboration when it comes to managing WHS risks, leading to a safer and more enjoyable workplace for our staff. We recognise that our office and field-based operations have the potential to impact on WHS and we will manage this through establishing objectives and targets for improvement, set by The Executive. This allows us to measure outcomes that demonstrate our commitment to continued improvement in WHS performance, aimed at the elimination of work-related injury and illness.

In demonstrating management's duty of care, ELA is committed to providing a working environment (office, home office or field) that eliminates incidents of risk or personal injury, ill health, and damage to property, as much as reasonably practicable.

In reducing our own risks and hazards, ELA will:

- Act ethically and responsibly in assessing and reporting our business operations
- Maintain an integrated Business Management System (BMS) that is certified to comply with AS/NZS ISO 45001 Occupational Health & Safety Management Systems
- Maintain compliance with legislative requirements, industry codes of practice and other legal requirements, and where possible, exceed them
- Provide workers with appropriate training and personal protective equipment (PPE)
- Provide regular consultation on WHS issues and responsibilities to all workers and ESQ Representatives
- Commit to the rehabilitation and return to work of workers injured at work
- Communicate this WHS policy to our workers and contractors
- Promote a positive safety culture and engage our workers in improvements through participation.

A safe working culture is the responsibility of everyone, and this can be best achieved through cooperative efforts of workers.

ELA demonstrates this commitment through its integrated BMS. This WHS Policy will be reviewed annually by The Executive with final approval by the CEO.



**Mark Adams**  
**Chief Executive Officer**  
**Date:** 22 February 2022

