

ASC
SAFETY & INJURY MANAGEMENT
POLICY



ASC

PURPOSE

This policy provides information, structure and guidance in relation to Safety (Work Health and Safety & Product Safety) and Injury Management at ASC sites and states ASC's commitment to safety and to complying with relevant legislation and regulatory requirements.

SCOPE

This policy applies to all workers at all ASC sites.

POLICY STATEMENT

Senior management at ASC recognise safety as a key value and also recognise their duty to ensure the safety and health of all workers and the end users of our supplied products and services. In meeting this duty, ASC will comply with the requirements of applicable legislation and all other applicable statutory requirements.

The safety of all our workers is our primary consideration and this will be achieved through a framework of processes, procedures and leadership covering all aspects of safety. No activity will be attempted or undertaken unless the risks have been assessed and the appropriate control measures are in place to ensure that the activity can be done as safely as possible and personal safety risks have been reduced So Far As Reasonably Practicable (SFARP).

We will foster an environment where everyone takes pride in creating and maintaining a safe workplace that delivers safe products, which we achieve by:

- Ensuring the integration, maintenance and support of ships and submarines in a way that does not compromise the safety of our workforce and end users.
- Assuring our safety objectives are being met through compliance measurement, continuous improvement and engagement with our workers and customers.

Management and those with supervisory roles are responsible for ensuring, within their level of control, the safety and health of all workers.

All workers are required to take reasonable care for their own health and safety and that of any other person that may be affected by their activities. They are also required to comply with all reasonable instructions and direction established to provide a safe and healthy working environment.

ASC will ensure it maintains its obligations under the various statutory workers compensation legislation (SA & WA) and the Code of Conduct for Self-Insured employers in SA in respect to effective injury and claims management.



POLICY OBJECTIVES

The objectives of this policy are to ensure that we:

- Provide and maintain workplaces that are free from work-related injuries, incidents and illnesses.
- Consider safety as a core component during the design, construction, testing, operation and disposal phases of the products we deliver.
- Cultivate a caring and trusting culture in which we consciously and mindfully discuss issues and consult with each other as part of the way in which we operate.
- Maintain a pro-active risk management approach, continuously improve our safety performance and use appropriate internal and/or external expertise where required.
- Identify hazards that have the potential to threaten our personnel or products and assess, manage, monitor and record any personal safety risks using the SFARP principle.
- Maintain a system for reporting and recording injuries, incidents and hazards and recording data which can be analysed to assist with developing targeted improvement programs that are aligned to our key objectives and performance indicators.
- Increase commitment to safety across ASC by ensuring that responsibilities and accountabilities are conveyed and understood by all persons as outlined in our Personal Safety Accountability and Responsibility process.
- Maintain effective rehabilitation and equitable claims management system.

Our approach to managing risk is to enable our people to work safely in a supportive work environment. This is based on a conversational culture to co-design the ways we work and to protect ourselves from reasonably foreseeable risks. Our focus is on moving the organisation to a culture in which all are engaged in a process of learning that stimulates mindfulness about the nature of risk now and in the future.

APPLICABLE STANDARDS, LEGISLATION, & CORPORATE GUIDELINES

At ASC we comply with all relevant safety laws and regulations, including:

- *Work Health and Safety Act (Cth) 2011*
- *Work Health and Safety Regulations (Cth) 2011*
- *Work Health and Safety Codes of Practice 2011*
- *Return to Work SA Act 2014 and associated Regulations (SA)*
- *Workers Compensation and Rehabilitation Act 1981 and associated Regulations (WA)*
- ASC's Personal Safety Accountability & Responsibilities process
- ABR 6303 Safety Management System Navy
- ABR 6492 Technical Regulations Manual, Volume 2

ASC is committed to meeting the requirements of the latest version of AS/NZS4801 and the Regulations and Code of Conduct for Self-Insurers in SA.

Associated processes which achieve the requirements of this policy are implemented through the procedures and mechanisms established within ASC's Corporate Management System.

MONITORING, EVALUATION, & REVIEW

In order to ensure compliance, ASC will assess the efficiency of systems through periodic audits, the results of which are also communicated to the company's Board of Directors.

Our Safety Policy and plans are reviewed biennially and at other times if any significant new information, legislation or organisational change warrants a review, to ensure they are effective in meeting our safety objectives.