



HEALTH AND SAFETY POLICY

Cava Group of Companies is dedicated to fostering a safe and healthy workplace for all workers, including contractors, clients, and visitors. We are committed to eliminating or controlling hazards and risks to health and safety as reasonably practicable, and we pledge to comply with the Work Health and Safety Act 2011, the Work Health and Safety Regulation 2011, and all other relevant legislation, including Codes of Practice.

To achieve this policy Cava Group of Companies will:

1. *Compliance:* Ensure the business complies with all legislation related to health and safety.
2. *Workplace Conditions:* Provide and maintain workplaces in a healthy and safe condition and establish safe systems of work.
3. *Safe Practices:* Ensure the safe use, handling, storage, and transport of plant, equipment, and substances.
4. *Hazard Management:* Identify, control, and monitor hazards in the workplace.
5. *Training and Supervision:* Provide information, training, instruction, and supervision necessary to maintain a healthy and safe workplace.
6. *Leadership:* Provide visible leadership and supervision to ensure work activities are performed safely.
7. *Consultation:* Consult and involve workers on matters relating to health and safety.
8. *Safety Equipment:* Provide appropriate safety equipment and personal protective equipment.
9. *Injury Management:* Offer a suitable injury management and return-to-work program.
10. *Employee Fitness:* Ensure all employees are fit for work.

Cava Group of Companies expects its management and employees to:

1. *Substance-Free Workplace:* Ensure they are not under the influence of alcohol or drugs while at work.
2. *Duty of Care:* Take reasonable care for the health and safety of themselves and others affected by their actions or omissions in the workplace.
3. *Cooperation:* Cooperate with management to ensure all health and safety obligations are complied with.
4. *Protective Measures:* Use and wear appropriate protective clothing and safety equipment provided for use at work.
5. *Health and Safety Promotion:* Actively promote health and safety as an integral part of every activity.
6. *Incident Reporting:* Report any hazards and incidents immediately and actively participate in improving the company's health and safety performance.

Mick Tully

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Director
