

WHS POLICY

Chainlink are committed, to ensuring the Work Health and Safety and Welfare of all their workers.

Chainlink is a Labour Hire PCBU providing labour hire workers to **Host PCBU's** in the Food and Beverage Industries.

Chainlink responsibilities to the **Host PCBU** will be outlined in this WHS Policy, as they are a key stakeholder in our Business.

The Aim of our Work Health and Safety Policy and Procedures Manual is to demonstrate a Work Health and Management System, which meets the highest standard and is WHS compliant.

The new Work Health & Safety (WHS) Act broadens the scope of the primary duty of care to cover new and evolving work arrangements which extend beyond the traditional employer and employee relationship. The primary duty of care under the new Work Health and Safety laws is owed by a PCBU to a worker.

Chainlink recognizes that under the new WHS Act more than one duty holder may have the same duty. In their case both **Chainlink** and the **Host PCBU** may hold the same duties. This means that under a labour hire contract, both **Chainlink** and the **Host PCBU** have duties to ensure the health and safety of labour hire workers so far as is reasonably practicable. Duty holders under the WHS cannot contract out their Work Health and Safety obligations.

Chainlink believe that our Workers are our greatest asset and will ensure that full consultation systems are developed and implemented to ensure Workers are given the opportunity to have input into any decisions regarding their Work Health, Safety and Welfare. **Chainlink** will establish a system to ensure horizontal consultation is implemented with all our **Host PCBU's**. This will include valid consultation is held with our workers and the **Host PCBU**.

Chainlink have implemented an ongoing monitoring system of their WHS Management System to ensure it remains Legislative compliant and meets the site and task WHS requirements of the Company

Chainlink will implement a verification system to ensure our WHS System is compliant with Regulatory requirements.

Chainlink will ensure so far as is reasonable practicable the health and safety of workers by developing and implementing a compliant WHS Management system which is easily understood. The WHS Management System will include:

- procedures to ensure a safe and healthy working environment
- roles and responsibilities of Officers, Managers, Supervisors, Workers
- a system for monitoring and reviewing on a regular basis
- evidence that due diligence is demonstrated by Officers. This is a positive duty
- a documented Risk Management process. This process will aim to identify and eliminate or mitigate identified risks both at **Chainlink** and at **Host PCBU's** workplaces.

- an effective consultation process that ensures workers are consulted regarding their health and safety. This process will also ensure all relevant WHS information is communicated to workers

- a procedure for hazard reporting and actioning the identified hazards
- measurable objectives and targets for continuous improvement
- effective Injury management and a rehabilitation procedure to ensure injured Workers have the opportunity to return to their normal work as soon as possible
- current Workers Compensation Policy
- a procedure to ensure that horizontal consultation occurs with all Stakeholders including **Host PCBU's** to ensure their compliance with WHS and that they are made aware of the relevant **Chainlink** processes etc that may affect **Chainlink's** workers health and safety whilst working
- a procedure to ensure that our workers and **Host PCBU** are monitored for WHS compliance in the work they do
- a procedure for reporting back to our workers and **Host PCBU** any WHS issues identified with their performance
- a procedure to ensure that all designs are legislative compliant before being introduced to **Chainlink**
- information, instruction, training and supervision to all Workers to ensure their health, safety and welfare
- ongoing competency based training and assessment for workers
- ongoing monitoring of WHS of workers whilst working for **Host PCBU's**
- Plant and Equipment is safe working condition
- Plant and Equipment that is Legislative compliant and as fully compliant with the Manufacture's specifications and recommendations
- Ongoing monitoring, validation and review of the WHS Management System

Prior to placement, Chainlink will ensure that they meet their WHS responsibilities as a Labour Hire PBCU by ensuring:

- they implement a system for consultation, cooperation and coordination with all their **Host PCBU**. This procedure must ensure that both the **Chainlink** and the **Host PCBU** fully understand their WHS duties
- review the **Host PCBU** safety record, including their organizational structure
- conduct a site specific risk assessment of the Host workplace prior to placement of a worker. This risk
- **Chainlink's** workers are trained and deemed competent to safely carry out their work at the Host PCBU verification of the **Host PCBU's** site and task induction prior to worker commencing
- all workers and the **Host PCBU** know the procedure from **Chainlink** before transferring a worker to a new task or new piece of equipment
- all workers know the **Chainlink** procedure if they consider there is any risk to their health and safety
- all workers are aware of the **Host PCBU's** system for reporting workplace hazards
- all workers are provided with a general work health and safety induction covering any risks identified in the **Host PCBU** workplace and consultation methods have been established both with **Chainlink** and the **Host PCBU**.

Following placement, Chainlink will ensure:

- ongoing consultation with the **Host PCBU** and workers regarding any changes that may affect the health and safety of their workers
- ongoing monitoring of the **Host PCBU's** workplace to identify any new hazards and to ensure that identified hazards are being controlled
- Effective action will be taken when the worker or **Host PCBU** identifies risks or raises concerns about their health and safety

- Workers are encouraged to maintain contact with **Chainlink** and provide feedback in health and safety matters in their workplace

Review of the Policy and Procedures

The WHS Policy and Procedure Management System will be reviewed on a regular basis to ensure it remains current and compliant.

The WHS Management System will be reviewed following an incident or changes in Legislation.

The WHS System will be signed off and dated every time it is updated

.....*Craig Cooper*.....

Craig Cooper
MANAGING DIRECTOR