



## **OH&S consultation statement**

### **Company commitment**

Environmental Earth Sciences is committed to protecting the health and safety of all our employees. Injury and illness is needless, costly and preventable. Our company will consult our employees in implementing safety practices and systems that will ensure the health, safety and welfare of our employees. Employee involvement at all levels is critical to ensure a safe workplace. A Safety Committee and OH&S Representatives have been established to promote safety and health in the workplace.

### **OH&S representatives**

OH&S Representatives will be selected by employees to represent the various designated work groups of our business (such as the Northern, Southern and Central Regions and the New Zealand office). The OH&S representatives will be selected in accordance with the procedures agreed between Environmental Earth Sciences and their employees.

The OH&S representatives are encouraged to raise specific health and safety issues that arise in relation to the employees in their workgroup. Employees should raise OH&S issues directly with their supervisor or their OH&S representative. Where the OH&S representative cannot resolve an OH&S issue it has been agreed that they will refer it to the Safety Committee.

### **Safety committee**

The Safety Committee consists of employee representatives and an employer representative. The workgroup for the Safety Committee is all the employees who work for Environmental Earth Sciences, throughout Australia and New Zealand.

The Safety Committee will assist with the development and monitoring of safe work practices and systems and discuss issues that affect the health, safety and welfare of all employees of Environmental Earth Sciences. The company will respond to Safety Committee recommendations within a timeframe agreed by the committee, set according to the particular issue and its complexity.

### **How employees will be consulted about OH&S**

When an OH&S issue is raised by either the company, an employee or the Safety Committee, the OH&S representative will consult members of their workgroup (regional office). The OH&S representative will also feedback to their regional office the outcomes of Safety Committee meetings.

Employees should draw to the attention of their manager or OH&S representative any health and safety concerns that they have about the workplace so the issue can be promptly addressed.

### **Establishment of consultation arrangements**

Environmental Earth Sciences discussed establishing consultation arrangements with its employees in April 2005. Following the initial meeting of the Safety Committee, it was agreed to establish OH&S representatives and a Safety Committee.

### **Review of consultation arrangements**

It has been agreed by Environmental Earth Sciences and their employees that these OH&S consultation arrangements will be monitored and reviewed on an ongoing basis to ensure that consultation with all employees is effective and that all safety issues are being addressed. The Safety Committee will meet on a quarterly basis. OH&S will also be discussed on a branch level weekly at Monday morning meetings.



The above OH&S Consultation Statement was re-approved by Tracey Bauer (General Manager) on 17 April 2008.