

Work Health and Safety (WHS) Policy Statement – Australia & NZ

Robert Walters is committed to ensuring, so far as is reasonably practicable, our workers remain free from risk to their health and safety while at work. As a provider of recruitment services, we understand the importance of working with stakeholders to achieve safety objectives.

We are committed to:

- Complying with WHS legislation and with other requirements as relevant to our business
- Ensuring risk management processes are in place to identify, assess, control and monitor health and safety risks, as well as to receive and respond to information regarding health and safety hazards and incidents
- Maintaining policies and procedures to support and communicate effective health and safety practices
- Encouraging participation and consultation with workers on health and safety matters as will affect them, so far as is reasonably practicable
- Providing workers with information, instruction, training and supervision as is necessary for them to work safely and without risks to their health
- Establishing measurable objectives and targets to continually improve health and safety in our workplace
- Supporting the safe and early return to work of injured workers to suitable work at the earliest possible opportunity through equitable injury management and rehabilitation practices
- Maintaining a WHS management system to enable the effective management and measurement of health and safety activities
- Ensuring adequate resources are made available to support this policy

Responsibilities

As a recruitment services provider, Robert Walters will consult with our host clients to ensure, so far as it is reasonably practicable, that the following are provided for our workers:

- A safe and healthy workplace
- Safe systems of supervised work
- Plant, equipment and substances are provided in a continually safe and operable condition.

Robert Walters undertakes not to conduct business where these conditions are not assured.

Robert Walters' workers have a duty to work safely; to take all reasonable care for their own health and safety and that of others who may be affected by their conduct at the workplace and comply with any reasonable instructions provided by Robert Walters in relation to health and safety. Workers must:

- Follow all health and safety policies and procedures
- Report known or observed hazards, incidents and/or injuries to their immediate supervisor or manager
- Ensure their actions do not affect their own and others' health and safety
- Work with host clients and business partners to achieve the objectives outlined in this WHS Policy

Shay Peters
Managing Director - ANZ
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Robert Walters New Zealand Limited
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