



HEALTH, SAFETY AND ENVIRONMENTAL POLICY

MacTrack Pty Ltd (MacTrack) is committed to providing healthy and safe work environment for employees, customers, business partners and visitors. Every covered person has a personal responsibility to support this commitment, along with the protection of the environment in which it operates. We consider this to be the most important consideration in the execution of any company operations.

To achieve compliance MacTrack shall;

- Comply with the requirements of the Work Health and Safety Act 2012 and the Work Health and Safety Regulations 2012
- Provide a safe, hazard free, working environment;
- Provide a conducive work environment that supports well-being, healthy living, and collaboration;
- Implement programs to help employees better manage work-related stress and promote mental health;
- Provide resources to achieve the industry standards of health, safety and environmental practices
- Recognise that hazard awareness and prevention is a company responsibility.
- Apply diligent application of the company guidelines and procedures.
- No one must drink alcohol or use drugs at this workplace, except:
 - for legitimate medical reasons: You must notify your supervisor if prescribed medication is likely to effect your behaviour and therefore work health and safety. Your supervisor may assign you other duties while you're taking the medication
- The manager/supervisor of MacTrack will, if they have reasonable grounds for believing that you are incapable of safely performing your duties or may be a risk to others due to the effects of drugs or alcohol, arrange for you to be removed safely from the workplace
- Random Drug & Alcohol Testing will be conducted by a registered medical provider, in accordance with the procedures for specimen collection, and the detection and quantitation of drugs in either urine (AS/NZS 4308:2008) or oral fluid (AS 4760-2006)
 - A positive test is seen by MacTrack as a breach of conduct
 - At MacTrack social events everyone is expected to act responsibly, non-alcoholic drinks and food will be provided
 - Each person must ensure that they are not, by the consumption of drugs or alcohol, in such a condition as to endanger their own safety or that of others at this workplace
- Require all employees, at any level, to be responsible for the prevention of work place related illness, injury and environmental incidents.

Environmental pollution incidents, hazards or violations associated to this policy or company procedures, should be brought to the immediate attention of all management.

It is everyone's responsibility to ensure pollution prevention and the protection of our environment.

This philosophy enables MacTrack to deliver the safest and highest quality services to its employees, contractors and clients.