

Worksafe and Welfare Policy

Oceala acknowledges its responsibility under The Health and Safety at Work Act and recognises its duty of care to maintain safe systems affecting the health and welfare of employees.

Oceala will ensure that risks are minimised for everyone under its control at or on site.

This Worksafe Policy has been created to protect employees and is designed to cover all projects:

- Where the use or operation of a machine or a method of working constitutes a danger to the employee or another person
- Or where site conditions constitute a danger to the employee; the employee may refuse to work.

Oceala will not discipline, discharge, suspend, lay-off or demote an employee or impose any financial or other penalty on an employee who invokes the Worksafe Policy.

All issues relating to using the Policy must be forwarded to the Health, Safety and Environmental Manager.

Escalation for resolving a refusal to work is through the senior person on site in the first instance. If an agreement cannot be made, the Joint Managing Directors will be contacted and their decision is final.

The employee raising the Worksafe Policy will be informed of decisions throughout the process.

Our commitment to this Worksafe Policy Statement is underlined by the development of our OHSAS 18001 Occupational Health and Safety Management System, through which we can pursue the goal of continuous improvement.

Mark Smith
Joint Managing Director

Martin Smith
Joint Managing Director

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