WHS POLICY

Glad Group is an Australian owned and operated industry leader providing integrated property service nationally to the commercial, retail, educational, government and transport infrastructure sectors. Our core services of Cleaning, Security, Maintenance and Environmental solutions together with our range of additional services provide end to end solutions for our clients with all services supported by our 24/7 National Communications Centre (NCC) and help desk facility

1.0. OBJECTIVES

- Ensure the health, safety, and wellbeing of our workers, contractors, and visitors by creating measurable targets to ensure continued improvement aimed at elimination of work-related injury and illness.
- Ensure the safety of others person who may be put at risk from work carried out by Glad.
- Continuously maintain and improve our systems and practices to providing services compliant with relevant state/territory WHS/OHS legislation and the requirements of ISO45001:2018 OHS Management System Standard.
- Protect workers from reprisals when reporting incidents, hazards, and risks.

1.1. To meet these objectives Glad Group also commits to

- Ensuring that this WHS Policy is documented and reviewed regularly.
- Incorporating WHS into the business planning cycle so that objectives can be set, improvement plans formulated, and performance measures identified and monitored
- Providing and maintaining a safe work environment, including work conditions, equipment, practices and procedures for all workers, contractors, and visitors to the workplace
- Clearly defining and ensuring that all managers, supervisors, and employees are aware of and accept their responsibilities to provide a safe work environment
- working to identify and eliminate hazards that could cause incidents, injuries and illness and regularly monitor the implementation and effectiveness of hazard control measures
- ensuring that all employees and relevant parties have the necessary skills and knowledge to work safely and contribute to ongoing improvements in WHS performance
- involving all levels in WHS management through consultation and by contributing to identifying, assessing, and controlling hazards and reviewing WHS performance.
- ensuring all incidents are reported, recorded and all root causes are identified where injury or illness occurs
- providing an injury management system that will facilitate prompt treatment and active rehabilitation and a safe, supported, and early and sustainable return to work

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- Allocating resources to meet commitments of this policy and to ensure that it is implemented and communicated to all employees and relevant suppliers/contractors

1.2. Under this policy Workers are required to:

- Adhere to Glad or Client WHS policies, procedures, directions, instructions, and rules including safe work instructions and cooperate with any initiatives or systems relating to WHS/OHS.
- Look after their own health and safety and the health and safety of others in the workplace and take reasonable care that their acts or omissions do not adversely affect the health and safety of other persons.
- Immediately report any incident, injury, illness, unsafe equipment, or hazards immediately to the relevant manager or supervisor or elected health & safety representatives.



Steve Iloski

Chief Executive Director

Glad Group, comprising of:

- **Glad Group Pty Ltd** | ABN 62 092 928 115
- **Glad Cleaning Service Pty Ltd** | ABN 43 054 617 891
- Glad Security Pty Ltd trading as **Glad Group Services** | ABN 99 122 097 590
- **Glad Maintenance Pty Ltd** | ABN 85 127 522 481
- **Auxus Pty Ltd** | 12 655 147 292
- Stratium Global Pty Ltd trading as **Unifyd Technology** | ABN 55 627 094 366

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