

# WH&S Policy Statement

Invisive is a Queensland based, Infrastructure & Security Services business focused on the design and implementation of solutions for the Hybrid Cloud. We pride ourselves on delivering market leading consulting and implementation services that focus on the needs of our clients, ensuring the right outcomes are achieved.

At Invisive we believe that Health and Safety responsibilities are an integral part of the way we do business. Invisive will always ensure a safe workplace for our people. All the Invisive team are focused on ensuring the Health, Safety and Wellbeing of all colleagues, Clients and Technology Partners.

## Purpose

This policy statement covers all activities, Solutions, Services and Invisive Operations

Invisive is committed to ensuring the health, safety and welfare of its people, and is committed to establishing procedures and systems necessary to comply with its statutory obligations on health and safety. It is the responsibility of each Invisive employee to familiarise themselves and comply with our procedures and systems on health and safety.

People are our most important asset and work health and safety is everyone's responsibility. The safety of the public is given equal priority to that of our people. The objectives of this policy are to, as far as reasonably practicable:

- achieve a safe and incident free workplace
- consider WH&S in project planning and work activities
- involve our people and subcontractors in the decision-making process through regular communication and consultation
- ensure our people and subcontractors identify and control risks in the workplace
- monitor and review the elimination or control of potential risks
- enhance our peoples' WHS knowledge through a program of education and training.

The success of our WH&S management depends on:

- the commitment of all members of the team to achieving the policy objectives
- planning work activities, with due consideration given to WH&S
- undertaking the risk management process in an effective manner
- communication and consultation between our people and subcontractors.

Invisive is committed to fulfilling the objectives of our WH&S policy and expect the same of our people and subcontractors working on our behalf.

## Commitment

Everything we do at Invisive revolves around our core operating principle of CIO – Consult, Integrate, Optimise. This principle breaks down into simple terms; **We Listen, We Act, We Improve**. Our

success is driven by our commitment to become a Lifecycle Partner for our customers. Invisive will never act with a single engagement or sale in mind, we are there for our clients through the entire lifecycle of their Technology Service needs, understand their business and provide the trusted advice needed to make the right decisions not just for now, but for the long term.

To meet our workplace Health and Safety Objectives and Obligations, we are committed to complying with all relevant Australian Government, State and Local legislation, regulations, policies, initiatives and standards, providing appropriate training to our people, and developing and maintaining effective management systems. Invisive will regularly monitor our progress and make any necessary changes to ensure that we consistently improve the way we conduct our business in order to achieve our aim of zero harm.

Invisive believes that we must provide safe work environments for our people. Invisive has a core objective to seek continual improvement and our focus on Workplace Health and Safety is no different.

An updated copy of the Invisive WH&S Policy (**Invisive Policy – P08 – WH&S Policy.pdf**) can always be found here: <http://www.invisive.com.au/policy/>