



Safety Incentive Policy

July 2010

Southern Ventilation are committed to ensuring the safety and wellness of all employees at all times. Safety is a core value of our Company and such we don't 'buy' employees commitment to safety. This puts increased workload on senior managers but more importantly the goal of improving safety is quickly forgotten in lieu of the financial gain that can be made by sub contractors or employees by merely jumping through hoops or impressing the Safety officer on a specific day or time.

Southern Ventilation therefore encourage the following alternatives which serve to practically improve workshop, office and site safety by involving the entire workforce in the the safety process:

- Lead by example - Commit management to worker safety. When executives, managers and supervisors acitvely engage in Ventilates safety efforts, employes will notice.
- Set high expectation for safe behaviour, employess should be encouraged to meet high expectations set by supervisors, rather than be punished for not meeting them.
- By following a core principle of safety rather than it being a bolt on to the work Ventilate do we can improve the health and wellbeing of all staff.
- Together these values lead to a better company image, safety awards from contractors and an overall sense of acheivement as a company and crucially as individuals.
- Supervisors are encouraged to trust operatives so that over time they can allow workers ot set their own goals for safety, as over bearing supervisors can often have a negative affect on worker morale, and so a detriment to safety.