

YOUNG WORKER POLICY

Young workers and those new to the workforce often lack the experience to be cautious about workplace safety.

The objectives of the Policy are to:

- > Increase awareness of young worker safety;
- > Supervise or limit risky work routines or activities;
- > Mentor and build confidence and experience through learning and development; and
- > Readily identify young workers at Pindan projects so that assistance and mentoring remains ongoing.

Implementation of the Pindan Young Worker Policy requires the completion by the subcontractor of the Pindan Young Worker Policy Commitment and display of this Policy at the project.

The Pindan Young Worker Policy will demonstrate a strong capacity to return safer work routines and fewer injuries to young workers who are recognised as the future of Pindan's skill base.

In the past decade, injury and fatality research demonstrates that young **workers aged between 15 and 24 years are over-represented in workplace injury statistics** across many industry sectors. The high risk nature of some Pindan projects, such as construction & demolition sites, or specific task-related risks such as manual handling, operation of plant and equipment, chemical handling or work at a height over 2 metres means that the risk of injury to young workers is significant and affords special consideration by Pindan.

The Pindan Young Worker Policy has been developed to guide and mentor young workers to reduce their risk of injury or illness. The Policy applies to **new workers, trainees or apprentices over the age 18 under 25 years with less than 2 years' experience** and is a requirement at 'all' Pindan projects and where risk and opportunity planning identifies young workers tasked with work routines assessed as having a medium or greater injury potential.



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