

## YOUNG WORKERS\APPRENTICE POLICY

Ryan Wilks Pty Ltd will ensure that young workers are protected from the risk of injury or illness arising from workplace hazardous. Special attention will be paid to the needs of young workers because they lack experience and may not be familiar with workplace procedures.

Ryan Wilks Pty Ltd shall ensure young workers receive adequate information and training about work hazardous and safe work practices, which will give consideration to their age and experience.

All young workers will attend general industry induction, site-specific induction and work activity induction along with training in the following:

- Hazard Identification & Risk Assessment
- Manual Handling
- Work Environment
- Powered and non-powered equipment
- Electrical Hazards
- Hazardous substances
- Noise

We shall achieve this by ensuring adequate information and training is supplied to young workers along with on-going monitoring for each and every young worker employed by Ryan Wilks Pty Ltd.

Supervisors shall ensure that all young persons are adequately trained and work under adequate supervision.

Supervision shall include:

- Evaluation of the competency of young workers before they are allowed to operate plant or use power tools and equipment.
- Continual observation of the competency of the young workers on the safe use of plant, tools and equipment. Follow up training will be provided where necessary.
- Young workers shall be supervised at all times.
- Young workers will receive manual handling training and information. Young workers under the age of 18 years should not be required to lift, lower or carry more than 16 Kg without mechanical or other assistance and/or particular training for the task.

This Policy will be formally reviewed May 2027



Ron Ryan

General Manager

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