



WORK HEALTH AND SAFETY POLICY

The Group recognises the hazardous nature of its operations and strives for the highest standards of Work Health and Safety for its employees.

The Group recognises and accepts its obligation to provide a safe, healthy and efficient work environment for all employees, sub-contractors and visitors.

To achieve this, The Group has implemented an Integrated Management System and maintains third party certification for all companies against the Australian Standard, AS 4801.

The Integrated Management System ensures measureable objectives and targets are established and reviewed through formal operational, management review and meetings in order to continually improve and eliminate workplace injuries and illness.

To achieve our aim, we will:

- comply with relevant WHS legislation and regulations, Australian Standards, Codes of Practice and other requirements to which The Group subscribes and, where no regulatory framework exists, industry norms and world's best practice will be adopted
- define the responsibilities and authorities of managers and employees
- provide adequate information, instruction, training and supervision
- obtain internal and external expertise on technical safety issues
- use a risk based approach to assess the suitability of facilities, plant, equipment and work methods
- implement a hierarchy of controls for potential risks to ensure workplace safety
- develop procedures to ensure the safety of all operations
- develop emergency procedures
- continually improve WHS performance
- manage claims and rehabilitation fairly and equitably
- communicate and consult with our employees for workplace safety issues and in the improvement of our Integrated Management System.

Senior management fully endorse this WHS Policy and the formal Integrated Management System that has been implemented.

Original Signed

Date: 22 January 2013

General Manager