

POLICY FOR WORK HEALTH AND SAFETY

POLICY STATEMENT

SA Group Enterprises is committed to ensuring a safe and healthy work environment.

POLICY OBJECTIVES

This policy seeks to:

- Protect the health safety and welfare of all persons involved in SA Group Enterprises activities;
- Ensure, as far as practicable, all operations are in accordance with relevant legislation and regulatory requirements and relevant industry best practice; and
- Promote and improve the delivery of injury management and workplace safety by reducing risk and consulting with employees and external stakeholders.

STRATEGIES FOR IMPLEMENTATION

SA Group Enterprises will:

- Resource and maintain an Integrated Management System to ensure a systematic approach to identifying, assessing and controlling workplace hazards and risks with focus on the prevention of illness and injury;
- Provide the framework for setting and reviewing work health and safety objectives;
- Demonstrate effective health safety and welfare leadership through commitment and constructive involvement at all levels;
- Provide a safe working environment by promoting employee welfare, reducing the impact of workplace injuries and illness, supporting effective rehabilitation and equitable injury management;
- Ensure employees have the skills and resources required to carry out their duties safely; and
- Facilitate continuous improvement through periodic review of work health and safety performance, systems, practices and procedures to ensure their continued effectiveness and relevance.

EMPLOYEE RESPONSIBILITIES

All SA Group Enterprises employees must:

- Assume personal responsibility for their own safety and for others by always operating in a safe and appropriate manner;
- Support measures to eliminate or minimise unsafe conditions;
- Adopt and comply with instructions in relation to work health and safety, including the use of personal protective equipment and clothing;
- Promptly report work related hazards, injuries and incidents, including near misses;
- Participate in work health and safety training and discussion;
- Cooperate with work health and safety inspections, audits, investigations and emergency procedures;
- Not undertake any hazardous task unless trained in the appropriate work method; and
- Not interfere with, or cause another worker to interfere with, or remove, displace or render ineffective any safeguard, safety device, personal protective equipment or other appliance provided for protection, except where necessary as part of approved maintenance or repair.

Approved

Robert Hart

**CHIEF EXECUTIVE OFFICER
SA GROUP ENTERPRISES**