

GROUP WORK HEALTH SAFETY POLICY

Engenco Limited and its Subsidiaries (the Company) is committed to protecting employees, contractors and visitors from injury or illness, whilst striving to deliver excellent customer service and exceeding business performance expectations. We actively pursue a “Make Safe” culture that encourages the identification and reporting of hazards, unsafe acts and near misses, so as to drive the proactive mitigation and control of associated risks. Personal ownership of safety responsibilities is also strongly encouraged.

The Company will achieve a culture of safety excellence through:

- Ensuring that personnel do not undertake a task or unsafe act that could cause harm to themselves or others.
- Ensuring that safety policies, procedures and responsibilities are clearly understood and acknowledged via training, inductions and tool box talks, coupled with competent workplace supervision.
- Establishing and implementing safety objectives and targets, and the regular review of Business Unit performance against objectives.
- Maintain and continually improve the WHS Management System aligned with the elements and principles of AS/NZS 4801.
- Compliance with legislative requirements including Acts of law, regulations, standards and codes of practice.
- Providing employees with systems of work, and a safe working environment where workplace hazards are identified, associated risks assessed and action taken to eliminate or control those risks as far as is reasonably practicable.
- Fostering a consultative approach with employees and other stakeholders, including customers, in the development of relevant health and safety systems.
- Encouraging a culture of cooperation, initiative and personal responsibility resulting in improved health and safety performance.
- Ensuring that hazards are identified, and risks and safety controls are reviewed in a consultative manner that encourages the submission of suggestions for improvement.
- Promoting and participating in the “Make Safe” initiatives and culture that encourages accurate and timely reporting of incidents, injuries, hazards, unsafe acts and near misses including investigating and taking effective corrective action.
- Ensuring that personnel are aware of their accountabilities for their own safety and that of others.

This policy is applicable to all Business Units within the Engenco Group.

All employees, contractors and visitors must be made aware of this policy and are required to comply, failure to do so will be considered a serious breach and may result in disciplinary action or lead to their removal from site.

Kevin Pallas
Chief Executive Officer
Engenco Limited
November 2018
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