

ENVIRONMENTAL POLICY

POLICY STATEMENT

As part of our commitment to achieving the principles of environmental sustainability in our workplace, we recognize our moral and legal responsibility to ensure that our activities, products and services are designed to enhance the environment in the communities in which we operate, and to ensuring that our operations do not place the local community or environment at risk of harm.

AIMS AND OBJECTIVES

We are committed to environmental improvement and prevention of pollution. We will work with our customers, suppliers and the community to adopt procedures that –

- ✓ reduce waste through innovative work practices and recycling practices
- ✓ minimize environmental impacts by reduction of polluting substances produced
- ✓ minimize the impact of our operations on the neighboring community
- ✓ increase the use of environmentally acceptable materials, equipment and technology in place of those which are considered harmful.
- ✓ ensure that our suppliers follow acceptable environmental policies, and
- ✓ actively promote environmental awareness among staff, clients, customers and the general public.

RESPONSIBILITIES

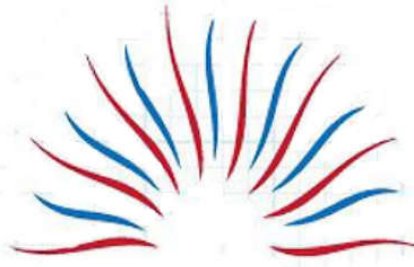
We recognize that the overall responsibility environmental sustainability rests with management, who will be accountable for the implementation of this policy. These responsibilities include –

- ✓ ensuring that all environmental policies and procedures are implemented;
- ✓ establishing measurable objectives and targets to ensure continued improvement aimed at the elimination of waste, pollution and environmental harm;
- ✓ encouraging consultation and co-operation between management, employees and stakeholders in matters which may affect or impact on the environment; and
- ✓ providing adequate resources to meet these environmental commitments.

Employees also have responsibilities, which include –

following all environmental policies and procedures; and

recognizing and reporting hazards which may affect the health and well-being of the environment.



OCCUPATIONAL HEALTH AND SAFETY POLICY

POLICY STATEMENT

As part of our commitment to achieving the principles of health and safety in our workplace, we recognize our moral and legal responsibility to provide a safe and healthy work environment for employees,

contractors, customers and visitors. This commitment also extends to ensuring that our operations do not place the local community or environment at risk of injury, illness or damage.

AIMS AND OBJECTIVES

We will adopt procedures to –

- ✓ provide and maintain healthy and safe workplaces, safe plant and systems of work;
- ✓ provide written procedures and instructions to ensure safe work practices;
- ✓ ensure compliance with legislative requirements and current industry standards;
- ✓ provide such information, instruction, training and supervision to employees, contractors and customers as is necessary to ensure their continued health and safety; and
- ✓ provide support and assistance to employees and involve them in consultation on safety issues.

RESPONSIBILITIES

We recognize that the overall responsibility to provide a safe workplace rests with management, who will be accountable for the implementation of this policy. These responsibilities include –

- ✓ establishing measurable objectives and targets to ensure continued improvement aimed at the elimination of work-related injuries and illnesses; and
- ✓ providing adequate resources to meet these OHS commitments.

Employees also have responsibilities, which include –

following all the policies and procedures; and

recognizing hazards which may affect the health and safety of themselves, others, or the environment.

We are committed to encouraging consultation and co-operation between management and employees, and will formally involve elected employee health and safety representatives in any workplace change or any matters that may affect the health and safety of employees in any workplace.