



WORK HEALTH & SAFETY POLICY

The David Payne Constructions Work Health & Safety (WHS) Policy is based on a belief that the wellbeing of people employed at work, or people affected by our work, is a major priority and must be considered during all work performed on the Company's behalf.

People are our most important asset and their health & safety is our greatest responsibility. The public, including contractors, shall be given equal priority to that of our employees.

The object of our Policy is:

- ◆ To achieve an accident free workplace.
- ◆ To make WHS an integral part of every managerial, supervisory and employee position.
- ◆ To ensure that WHS is considered in all planning and work activities.
- ◆ To involve our employees in the decision making process through regular communication, consultation and training.
- ◆ To provide a continuous program of education and training to ensure that our employees work in the safest possible manner.
- ◆ To identify and control all possible hazards in the workplace through hazard identification and risk analysis.
- ◆ To ensure all potential accident/injuries are controlled and prevented.
- ◆ To provide effective injury management and rehabilitation of all employees.
- ◆ To establish measurable WHS objectives and targets through workplace inspections and management review
- ◆ To comply with relevant legislation and related external requirements.
- ◆ To be available to any interested parties, clients and visitors as a means of displaying management's commitment to positive WHS practices.

We shall achieve and maintain certification to AS4801 and accreditation with the Office of the Federal Safety Commission to demonstrate our commitment to maintain best practice in WHS Management

As part of that process we shall

- Fully comply with all Federal and State WHS Acts and Regulations
- Fully comply with all other reasonably practicable requirements placed upon us
- Measure our effectiveness in reducing the exposure of our employees to work related injuries or illnesses and implement continual improvement plans to reduce work related injuries or illnesses.



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The success of our WHS management is dependent on:

1. Pro-active planning of all work activities with due consideration given to implementing WHS controls that are suitable to each given situation.
2. Understanding the total work process and associated WHS risks.
3. Ensuring the work team is totally committed to achieving our objectives.
4. Ensuring that open & honest communication exists between management, contractors and all employees.

A handwritten signature in black ink, appearing to read "D Payne".

DAVID PAYNE
MANAGING DIRECTOR