

OCCUPATIONAL HEALTH AND SAFETY POLICY

Under the Occupational Safety and Health Act (1984) ISA Group Pty Ltd has a duty of care to protect employees from known hazards and risks and recognises its moral and legal responsibilities to provide an safe and healthy work environment.

With the implementation of this policy, commitment by ISA Group Pty Ltd is:

- Provide a safe and healthy workplace and working conditions for all, including employees, contractors, customers and visitors.
- Comply with all relevant legislation and industry standards.
- Provide training to enable all employees work safely.
- Provide support and assistance to employees.
- Consult with employees and contractors where relevant, to enhance the effectiveness of procedures
- Ensure the workplace remains a drug free environment
- Provide adequate resources to aid employees in fulfilling their responsibilities
- Conduct investigations into all reported incidents
- Ensure appropriate return to work programs are in place
- Conduct regular reviews and evaluations on existing health and safety systems.

While at work, all employees, irrespective of their position will:

- Take reasonable care to ensure good health and safety procedures are implemented at all times.
- Identify and support measures to eliminate or minimise unsafe working practices.
- Not be adversely affected by drug use and alcohol during working hours and must carry out at all times their duties and responsibilities in a safe manner.
- Assume personal responsibility for their own safety and for those other work colleagues by always operating in a safe and appropriate manner.