



Occupational Health & Safety Policy

To ensure the health and safety of all Carter Group employees and other person/s who come onto a Carter Group site we recognise and are committed to provide and maintain, so far as is practicable a working environment that is safe and without risks to health. This includes:-

- Providing and maintaining safe plant and systems of work;
- Monitoring arrangements for the safe use, handling and storage of substances;
- Maintaining the workplace in a safe and health condition;
- Providing adequate facilities to protect the welfare of all personnel, employees or other;
- Providing instruction, training and supervision for all personnel enabling them to work in a safe and healthy manner;
- Provide a commitment to regularly consult with personnel to ensure our safety program operates effectively and health and safety issues are regularly reviewed;
- Conduct, prior to commencing work, inductions for all personnel, including prestart work discussions.

In meeting our obligations the Carter Group will take every practicable step to provide and maintain a safe and healthy work environment through the following duties and responsibilities:-

Management personnel have:-

- A responsibility for the effective implementation and communication of the company health and safety policy;
- To observe, implement and fulfill its responsibilities under the relevant Acts, Regulations and legal or other requirements;
- To ensure procedures are agreed for regular consultation between management and personnel;
- To conduct regular assessments of health and safety performance and resources;
- To ensure all safety and emergency policy and procedures are periodically reviewed and improved where applicable revised to ensure all processes are consistent with the health and safety requirements and the company established and stated objectives;
- To provide plant, equipment and work environments that eliminate and reduce hazards and risks as far as is practicable;
- To be informed of incidents and accidents so that actions can be taken eliminate recurrence of those issues;
- To monitor and continually improve the management systems and processes;
- To monitor and assist personnel ensuring their wellbeing and mental health is maintained

Senior Management personnel are responsible for the implementation and monitoring of this policy.

Employees have:-

- A duty of care of which they are capable for their own health and safety and of other within their work environment;
- A responsibility to comply with the safety policies, procedures and directions agreed between management and personnel and other health and safety functions;
- Must not wilfully interfere or misuse items or facilities provided in the interests of health, Safety and welfare of personnel;
- Report accidents or incidents immediately to management to assist eliminate potential hazards and risks within the workplace.

Signed

Karis Britton
General Manager Carter Group National Pty Ltd

This policy is available to all parties upon request and is not a controlled document unless viewed from the Carter Group Document Centre. Please consider the environment before printing this document.