

Occupational Health and Safety Policy

SKILLED Group is committed to protecting the health and safety of all its employees while they are at work. SKILLED Group has developed a health and safety management system that is integrated with all organisational activities. All employees and managers have a responsibility to work safely, to take all reasonable care for their own health and safety, and to consider the health and safety of other people who may be affected by their actions.

SKILLED Group will take all reasonable and practical steps to improve work safety conditions and will strive to achieve a goal of zero harm. SKILLED Group is committed to:

- Complying with all applicable health and safety laws, regulations and standards.
- Providing safe plant and equipment, for controlled work.
- Implementing risk management systems which; are relevant and suitable for the organisation's risk exposure as well as identify, promote and continuously improve health and safety performance.
- Ensuring all managers remain directly accountable for the health, safety and welfare of their employees and provide adequate resources to assist managers in this cause.
- Provision of appropriate Health and Safety Training to all employees.
- Maintaining relevant policies, procedures, systems, information, training, recognition programs, and organisational structures to support and communicate effective health and safety practices throughout the Group.
- Establishing clear targets and objectives on an annual basis to improve health and safety in the workplace.
- Effectively disseminating health and safety information to all employees as part of each business unit's consultative process this includes forums and publications.
- Encouraging active participation, consultation and cooperation of all employees, contractors and visitors in promoting and developing measures to improve health and safety at work.
- Actively responding to and investigating all incidents, and ensuring injured employees are returned to suitable work at the earliest possible opportunity.

SKILLED Group will implement and maintain these systems, inclusive of standards, policies and procedures. These standards will be monitored regularly to ensure their integrity and effectiveness.

Authorised by:



Greg Hargrave

Managing Director / Chief Executive Officer
SKILLED Group Limited