



WORK HEALTH & SAFETY POLICY

This policy forms the basis of our Safety Management Plan and defines the minimum Work, Health & Safety (WHS) standards for all construction and ground support activities performed by C&C Civil & Mining Construction (C&C). C&C has implemented this policy as a minimum standard which all employees shall abide by to create and maintain a safe work environment where personal safety and the safety of fellow work mates is the top priority in any work activity performed. We strive for **ZERO** incidents in our workplace.

To achieve this minimum WHS standard employees and subcontractors will:

- Recognise each individual's duty of care and obligation under the Coal Mining Health & Safety Act / Regulations & the Workplace Health & Safety Act, the federal Work Health and Safety Act and Regulations, AS4801:2001, and our contractual requirements to perform tasks in a way which does not compromise the safety of themselves or others.
- Abide by, understand and implement the standard work procedures which are detailed in C&C's safety management plan.
- Encourage communications about Health and Safety in all aspects of work through completion of SWMS, JSA's, tool box talks and general day to day discussions.
- Establish measurable objectives and targets for health and safety;
- Provide adequate internal and external resources to ensure continuous improvement aimed at elimination of work-related illness and injury;
- Establish a risk management process and ensure consistency with the nature of the workplace activities and scale of health and safety risks;
- Provide appropriate health and safety training to all workers;
- Provide a consultation process to ensure workers are included in the decision making processes impacting on workplace health and safety;
- Conduct periodical and ongoing systematic audits to identify and eliminate and/or control those conditions or work practices potentially harmful to workers;
- Produce statistical reports and review safety performance on projects quarterly, identify key areas for improvement based on performance and feedback and improve processes to achieve the highest standard possible;
- Review safety practices and procedures semi-annually to ensure information is up to date with the latest legislative and best practice requirements;
- Review the Safety Policy at least annually or any time there has been a serious Incident in consultation with the workers.

Safety is every employees concern and must NOT be avoided or shortcut under any circumstance(s). At no stage will C&C employees place production ahead of safety, if we can't do it safely, we won't do it.

Health & Safety is a key and integral part of C&C Civil & Mining Constructions' core business and we believe that every employee should end a productive day of work in the same healthy condition in which he/she started.

Signed:

A handwritten signature in black ink, appearing to be 'm ch', is written over a horizontal line.

(Director)

Date: 7th October 2015