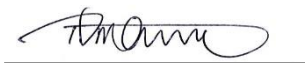


Workplace Health & Safety Management Policy

The Directors and Management of McIlwain Civil Engineering Pty Ltd are committed to conducting all operations in a manner that embeds a safety culture in our employees, protects the health and safety of all stakeholders, strives to achieve Zero Harm and ensures everyone arrives home safe.

As an organisation we intend to meet the following objectives;

- > Provide a safe and healthy workplace for our employees, contractors and the general public in accordance with relevant workplace health and safety legislation
- > Implement, maintain and continuously improve our Workplace Health & Safety Management System in accordance with AS/NZS 4801:2001
- > Achieve zero harm and zero notifiable Workplace Health & Safety incidents
- > Ensure, as much as practical, consistent safety practices and behaviours across all business activities
- > Mandate participation in appropriate Workplace Health & Safety training and encourage participation in health promotion programs
- > Apply immediate and appropriate disciplinary responses to any breaches of safety practices and protocols
- > Individually case-manage injured workers through appropriate rehabilitation and return to work processes

A handwritten signature in black ink, appearing to read "Tim McIlwain", written over a horizontal line.

Tim McIlwain – General Manager

