

# HYDRO AUSTRALIA PTY. LTD.

## OCCUPATIONAL HEALTH & SAFETY POLICY

Hydro Australia is committed to maintaining and complying to Australian Standard 4801 Certification; setting and implementing measurable OH&S objectives and targets that will improve OHS performance; (hazards associated with an engineering workshop as well as other hazards eg off site); specifically reduce workplace illness and injury and protecting the health and safety of its employees. Not only is this a responsibility, but is a core value of our organisation.

This commitment encompasses not only full compliance with all applicable safety laws and regulations, but encourages employees to seek additional measures to provide continuous improvement and exercise exemplary safety and health practices that benefit the Company, Employees and our Customers.

Safety and Health are a shared responsibility. Everyone from top management, supervisors to each and every employee must take ownership of their own safety and that of co-workers.

Specifically Hydro Australia shall ensure:

- All (Engineering) operations and other (activities) undertaken by, or under the direction of, Hydro Australia shall be conducted in compliance with all applicable laws and regulations designed to protect people from injury or reduce hazards in the workplace.
- All operations and activities undertaken by Hydro Australia shall be conducted in compliance with established work rules and safety and industrial hygiene policies.
- Hydro Australia shall conduct all operations and activities in conformance with good industry practices to the extent such practices are known and believed to be designed to protect the health and well-being of the employees, contractors or the public. As a condition of employment, each employee must consistently work in a safe manner and in compliance with environmental and health and safety requirements, policies and procedures.
- All employees are trained to work safely and to be aware of, comply with, and implement safety policies, procedures, and practices, with the underlying theme that all accidents can be avoided with proper preparation and proper attitude.
- Hydro Australia shall commit to the process of OH&S objectives and target setting.

It is each person's responsibility to recognize hazards and to correct them or report them in a timely manner.

All Hydro Australia Employees are expected to comply with the Hydro Australia's Business Management Manual, latest edition, which is hereby incorporated by reference.



Hydro Australia, Pty. Ltd.  
A Hydro Company