



Occupational Health & Safety Policy

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Introduction

This policy applies to all Ausreo and SMS personnel and sites within the group.

AUSREO is committed to the provision of a safe and healthy working environment for all of its employees, contractors and visitors. The company encourages all employees and contractors to regard accident prevention and working safely as a collective and individual responsibility.

The company recognises its responsibility under Health and Safety legislation. Managers have a key responsibility with regard to ensuring the health and safety of employees, contractors and visitors. In fulfilling this responsibility, managers have a duty to provide and maintain so far as practicable, a working environment that is safe and without risks to health. The company is therefore committed to:

- Providing and maintaining safe plant, equipment and systems of work;
- Providing, monitoring and maintaining systems for the safe use, handling, storage and transportation of plant, equipment and materials;
- Maintaining the workplace in a safe and healthy condition;
- Providing adequate facilities to protect the welfare of all employees;
- Providing information, training and supervision of employees enabling them to work in a safe and healthy manner.

Responsibilities

Recognising the potential hazards occurring in AUSREO's environment, AUSREO will take every reasonably practicable step to provide and maintain a safe and healthy work environment for all staff, contractors and visitors. In summary:

a) **Managers:**

Managers are responsible for the effective implementation and regular review of this policy and must ensure that all significant risks associated with hazards in their areas of responsibility are identified, controlled, registered and reviewed in consultation with employees. The CFO is available to give/obtain advice regarding specific occupational health and safety matters or to assist with the development and implementation of Health and Safety system procedures and programs.

b) Supervisors:

Each first line supervisor is responsible, and will be held accountable, for taking all practical measures to ensure:

- That within the area of their control that the OH & S program is complied with and employees are supervised and trained to meet the requirements under this program
- That employees are consulted on issues which affect their health and safety and any concerns they have are referred to management.

c) Employees and contractors:

- Are required to take reasonable care of themselves and others in the workplace;
- Have a responsibility to co-operate with management and staff with nominated OH&S functions;
- Have a responsibility to comply with AUSREO OH&S management system policies and procedures;
- Must not bypass or misuse systems or equipment provided for OH&S purposes;
- Must report any unsafe conditions which come to their attention and address where possible.

d) Managing Director/Chief Executive Officer:

The Chief Executive Officer has ultimate responsibility for the implementation and review of the company's Health and Safety policy, delegation of health and safety management responsibilities, and allocation of appropriate resources. In fulfilling the objectives of this policy, AUSREO management is committed to regular consultation with employees to ensure that the policy operates effectively.

Occupational Health and safety program

In order to implement the general provisions of this policy, a program of activities will be set up, continually updated and effectively carried out. The program will relate to all aspects of OH&S including:

- OH & S safety site manual development and implementation
- OH& S training learning and skills development
- Risk Management and Process control
- Consultation and communication
- Emergency procedures and drills
- Provision of OH&S equipment, services and facilities;
- Injury Management;
- Reporting and recording of incidents, accidents, injuries and illnesses including frequency ratios; and
- Provisions of information to employees
- The display of this policy in the public foyer of all Ausreo or SMS sites

Review

This policy will be regularly reviewed in light of legislation and organisational changes, or as a minimum, every two years

Signed



Dennis Crestani
Managing Director/Chief Executive Officer

20 November 2007