

1. Introduction

Easton Investments (the **Company**) is committed to the provision of safe and healthy working conditions for all of its employees and contractors; and to the safe custody of visitors to its operations and premises, in accordance with the *Work Health and Safety Act 2011*.

In fulfilling this responsibility the Board recognises the duty to provide and maintain so far as is practicable, a working environment that is safe, without risk to health and with a focus on fairness and respect.

To achieve, sustain and maintain the safest practicable workplace at all our locations requires a balanced approach to Work Health & Safety (**WHS**). The Company focuses equally on the physical work environment, its systems and the culture of the business.

2. WHS Program

The Company actively pursues its goal of maintaining an injury free working environment and supports endeavours to prevent injury and harm at work, both physically and emotionally, by emphasizing fairness and respect among all employees. The Company WHS Program encourages all employees to:

- Identify, assess and manage safety risks
- Continually work towards maintaining the workplace and systems of work that are safe and without risk to physical or emotional health
- Work safely and in a manner that is respectful to others
- Hold peers accountable for their actions
- Set targets to develop, implement and maintain safety standards and management systems
- Ensure compliance with legal requirements and industry standards
- Provide appropriate facilities to protect the welfare of all staff members and provide information, instruction, supervision and training in safe work practices; and
- Be proactive and responsive to staff WHS concerns.

3. Awareness

To ensure that employees are aware of the importance of WHS issues, the Company provides ongoing information, education and training.

Health and Safety is a shared responsibility between the Company and its employees. Every employee has a level of individual accountability for their own safety and that of their colleagues affected by their actions by adhering to the Company's safety systems and procedures at all times, being aware and respectful of other employees and reporting all workplace hazards and risks. People working for the Company are responsible for complying with health and safety procedures and directions (including the proper use of equipment), completing required inductions and training, reporting hazards and work-related incidents and participating in rehabilitation programs.

4. Reporting and Review

The Company is committed to reporting and investigating health and safety incidents. An `WHS Report` is provided to Directors at each Board meeting as part of the Managing Director / CEO's Report covering all group entities.

Approved by the Board **January 2020**

Document Control

Document Control No.	Document Date	Review / Amended	Board Approval Date	Responsible Person
EAS 9 OH&S Policy		Approved	12 September 2012	
EAS 9 WHS Policy _Feb 19	14 February 2019	Amended	14 February 2019	Mertons
EAS 9 WHS Policy _Jan 20	22 January 2020	Amended	22 January 2020	Mertons