

## **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.

In fulfilling this responsibility the Company 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.

The Board regularly provides guidance on the Company's standards and practices.

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. Education & Training**

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

- Involve employees in developing risk solutions
- Ensure an awareness of workplace risks and hazards
- Facilitate discussion to identify new or emerging risks and hazards

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.

#### **4. Reporting and Review**

An 'Incidents 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 **12 Sept 2012**