

## WORK, HEALTH AND SAFETY POLICY

ICI industries Pty Ltd (ICI Industries) considers the health and safety of all our employees, clients, visitors and contractors to be of primary importance. Our objective is to conduct our business in the safest possible manner consistent with the Work Health & Safety Act 2011, and applicable Regulations and Legislation as amended. In doing so, ICI Industries will consult with employees and contractors in implementing safety practices and systems that will ensure the health, safety and welfare of all persons at the workplace. We believe that all injuries are preventable and we are committed to achieving and maintaining an injury free workplace.

To demonstrate this commitment we will provide sound leadership and management. We will constantly work at improving our safety performance and recognise the positive contribution from all employees and contractors.

To achieve this, all personnel will be actively involved with the safety effort through:

- Encouragement of a team approach to achieve an accident and injury free workplace and a healthy work environment. With the leaders at all levels demonstrating their commitment to safety.
- Open, honest and effective communication with the view to achieving a common understanding.
- Adopting a no blame approach when investigating all accidents and incidents.
- Development of clear strategies in consultation with work groups to identify all hazards and risks to improve policies, processes and work systems to control hazards and risks to an acceptable level of risk.
- The provision of necessary resources, support and training to all employees to enable them to carry out their roles safely.
- Continually audit and review our procedures and systems to seek continuous improvement in safety performance.
- Monthly or as required Toolbox Talks will be carried out to promote health and safety in the workplace.

Individual safety is the responsibility of all personnel. Management and supervisors will be accountable for the support and implementation of this policy within ICI Industries.

**The safety of people takes precedence over everything else.**

Graham Foley  
MANAGING DIRECTOR

SIGNATURE

DATE