

WORK HEALTH AND SAFETY POLICY

SPINIFEX AUSTRALIA HOLDINGS PTY LTD (Spinifex) (ACN 159 307 703) incorporating JHA Recruitment & Staff @ Work Pty Ltd (ABN 77 100 120 474), Small & Associates Pty Ltd T/A Smalls Recruiting (ABN 60001719 259), GWS Personnel Pty Ltd (ABN 89063610248), GWS Management (NSW) Pty Ltd (ABN 49075826596), GWS Recruitment Pty Ltd (ABN 40073810321), Spinifex Australia Pty Ltd (ABN 46137717803) is committed to maintaining and providing a safe and healthy work environment for all workers. Throughout this document Spinifex will refer to all companies listed above.

Spinifex is committed to protecting the health, safety and security of all of our staff, contractors and customers. It is our policy to be in compliance with all applicable laws, regulations and industry standards, and to conduct all operations in a manner that promotes safe work practices and avoids risks to our employees and the environment.

In Order to achieve these objectives Spinifex will:

- Strive to be an incident free organization
- Be compliant with WHS laws, Environmental laws, regulations, codes of practice and industry standards
- Provide a safe, healthy and environmentally-conscious working environment through the effective implementation of this policy
- Maintain healthy, safe and secure working conditions and ensure that our places of work, and those we place our on-hire staff are compliant with all legislation, environmental laws, regulations, codes, standards and licenses
- Communicate and consult with our staff on health, safety, security and environmental issues, and to act on these in a timely manner
- Establish measurable objectives and targets in regards to the WHSE systems, and conduct regular and timely audits of systems and practice to ensure that objectives and targets are being achieved.
- Ensure that all workers are training and have the knowledge skills and tickets they need to undertake their work in a safe, healthy and environmentally responsible manner.
- Identify, assess and manage hazards and risks prior to and while performing any work activity, to ensure the highest possible safety of our staff
- Incorporate health, safety and security of our people and care for the environment as an integral part of our business strategy, planning and decision making
- Conduct incident investigations fairly, with a focus on implementing preventative actions
- Make the resources available to implement the aims of this policy

Authorised by: Jane Heynes



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