

**OCCUPATIONAL HEALTH & SAFETY POLICY**

The Neumann Associates Group of Companies is committed to maintaining a safe and healthy working environment for all employees and others, and the continuous improvement of occupational health and safety in all areas of the Group's activities.

We recognise the importance of creating a culture that accepts zero harm as the norm, where every employee takes personal responsibility for working safely, and for the safety of his or her work colleagues.

*Occupational health and safety management is everyone's responsibility.*

Our OHS systems will achieve the following for the benefit of employees, sub-contractors and suppliers, stakeholders, clients, visitors and neighbours.

- Comply with all applicable laws, regulations and standards. Where adequate laws do not exist, we will adopt and apply standards that reflect the company's commitment to occupational health and safety.
- Communicate and consult with all employees and others, to increase their awareness of their OHS obligations and responsibilities.
- Train and educate individual employees and others in their areas of responsibility and hold them accountable for their safety performance in those areas.
- Ensure management are actively involved and provide demonstrated leadership to support continuous OHS improvement.
- Investigate all work related incidents and develop corrective action to prevent recurrence.
- Manage risk by identifying, reporting, assessing and controlling hazards.
- Conduct an equitable and effective injury management program.
- Regularly review and continuously improve OHS systems.

This signed policy confirms our personal commitment to making every workplace safe and healthy for all our employees and others and to ensure that we achieve corporate responsibility, statutory compliance, due diligence and duty of care.

*Derek O'Connell*

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Derek O'Connell  
Chief Financial Officer  
Neumann Associates Group of Companies



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Mike Carroll  
Chief Executive Officer  
Neumann Associates Group of Companies