

The FK Gardner & Sons Group ('FKG') are committed to providing a safe and healthy work environment for all employees, contractors and visitors to our workplace, so far as is reasonably practicable. It is the policy of FKG to make every reasonable effort to prevent accidents and protect employees and visitors from injury and ill-health. This can only be achieved through the participation, co-operation and commitment of everyone at the workplace.

FKG's role in achieving our Daily Mission.

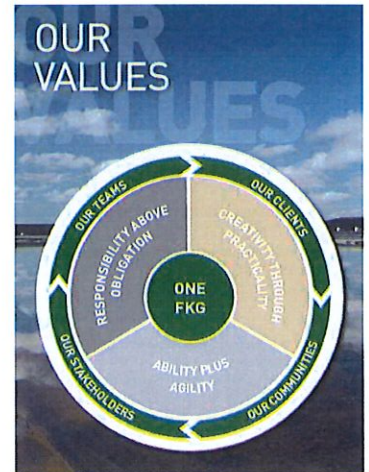
To achieve our Daily Mission, the following commitments have been established for all members of our team:

Responsibility Above Obligation

- Commitment to comply with relevant Australian State, Federal and Territorial Work Health and Safety legislation, including acts, regulations, notices, standards and codes of practice. FKG management will endeavour to maintain the latest versions of these documents so that all workers have access to the most current release at all times.
- Facilitating senior management or delegated authority to periodically review this Policy to ensure its commitments and objectives continue to meet the corporate direction and current work practices.
- Commitment to proactively eliminate hazards and/or reduce OH&S risks.

Creativity Through Practicality

- Facilitate workers to identify hazards in the workplace and freely communicate them to peers, superiors, management or Safety Advisor's whose duty is to responsibly act on the notification; and
- Review, report and actively rectify identified workplace hazards, non-conformances and unsafe practices through FKG's hazard identification processes.
- Establishment of clear objectives and targets to minimise work-related injury and illness and for management to regularly review FKG's progress against these targets to engender and foster a continual improvement program.



Ability Plus Agility

- Provision for all workers to understand their roles and responsibilities through education and training, position descriptions and general safety notifications, as appropriate; and
- Enable workers when engaged in the activities of FKG, to actively participate with FKG's daily mission of "No Injuries to Anyone" through appropriate consultation.

Workers' role in achieving our Daily Mission

1. Workers also have an important role to play in achieving our Daily Mission. All workers are required to:
 - Comply and cooperate with all reasonable policies, procedures, instructions and rules concerning work health and safety at the workplace;
 - Take reasonable care to ensure their own health and safety and to ensure their conduct does not adversely affect others
 - Ensure they do not wilfully or recklessly interfere with or misuse anything provided for work health and safety in the workplace;
 - Use the safety equipment and personal protective equipment provided to them;
 - Actively participate in the management of workplace health and safety at work by engaging in discussion about workplace health and safety matters with FKG and encouraging other workers and members of the public to act in a healthy and safe way;
 - Actively participate in safety training, report any hazards in the workplace and report any incidents, including, near misses.
2. Reporting and Action
 - If a worker recognises any work health and safety issues, hazards or incidents they should immediately contact their supervisor.

FKG may take disciplinary action against any worker who breaches this policy, including possible termination of employment or engagement.

All workers are responsible for the communication, enthusiastic promotion and implementation of this policy and are accountable to the Managing Director for the achievement of outcomes in accordance with this policy. Senior management shall also ensure that the intent of this policy and performance of the system against these objectives is reviewed on an annual basis and this policy is updated where required.

This Policy extends to FK Gardner & Sons Pty Ltd (ABN 99 010 136 053); FKG Civil Pty Ltd (ABN 65 123 436 751); FKG Air Pty Ltd (ABN 68 107 438 460); Ezyquip Hire Pty Ltd (ABN 39 129 600 308); Total Hydraulic Services Pty Ltd (ABN 65 112 902 253); Gardner Bros Pty Ltd (ABN 63 071 949 178), NRG Electrical (38 155 577 905) and other companies as amended from time to time.



Nicholas Gardner
Managing Director