

# OCCUPATIONAL HEALTH AND SAFETY POLICY

Our commitment to the wellbeing of people employed at our workplaces and other people who may be affected by our activities is a major priority of our organisation. This commitment begins with addressing management of risk to health and safety during all activities performed by Grocon.

Grocon will drive a proactive safety culture change to become industry leaders in safety, in order to achieve our goal of 'ZERO HARM'. This policy reflects these commitments and provides basis and structure for our success.

With the implementation of this Policy, Grocon will demonstrate this committed by:

- Making health and safety an integral part of managerial and supervisory positions by educating, informing and ensuring health and safety priorities and commitment is undertaken in all planning and work activities;
- Actively encouraging, educating and informing employees to embrace the culture of safe work practices and a safe working environment at work and beyond incorporating Grocon's core Safety Values;
- Working from a Consultative, Cooperative and maintaining clear Communication practices. Grocon takes appropriate disciplinary action where employees and subcontractors disregard health and safety procedures and practices;
- Ensuring our people have adequate resources, that all work is undertaken by competent and suitably trained workers and that all persons understand their role and

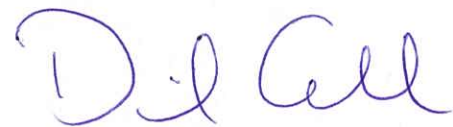


5 Martin Place, Sydney

responsibilities;

- Complying with all relevant legal requirements and recognising best practice, particularly with influencing Hazard identification and reporting in our workplaces;
- Implementing and maintaining an effective Safety Management System, to ensure that risks are identified, assessed and appropriately eliminated or controlled;
- Measuring health and safety performance through regular monitoring of set measurable objectives and targets for each workplace to ensure continual improvement aimed at eliminating work-related injury and illness;
- Adopting innovative technology and strategies to assist in delivering safe outcomes.
- Meet the needs and expectations of clients, stakeholders, employees, interested parties and the community;

This Policy will be reviewed regularly and align with our Strategic Plan and organizational goals;



Daniel Grollo Chairman & CEO

Grocon Group

Dated this day 13 August, 2018.



Parklands, Gold Coast