



HEALTH & SAFETY POLICY

Geovert is a construction company that is committed to excellence in all aspects of the business. The entire management team believes that excellence comes through delivering consistent, high-level services and products that always exceed the customers' expectations. This consistency is achieved through the Geovert Integrated Management System. System Management, reviews, developments and improvements are actively promoted by a structured internal communications strategy.

Our goals are to:

- Provide and maintain a safe and healthy working environment for all employees, subcontractors and visitors to our workplaces
- Conduct our business in a manner which seeks to minimise health & safety hazards for staff and the surrounding community
- Have every employee share in our commitment to this policy, and be actively responsible for the health & safety of themselves and their fellow workers.

To achieve this we will employ the following principles:

Planning and Design

- Treat health & safety planning as a fundamental business activity, and provide adequate resources for its implementation
- Include health, hygiene and safety considerations in all our decision-making processes
- Identify existing and new workplace hazards, and take all practicable steps to eliminate, isolate or minimise harm, damage and delay from exposure to those hazards deemed significant
- Align our health & safety, environmental and quality management processes.

Practices and Procedures

- Comply with all relevant health & safety legislation, duties, regulations, codes of practice, guidelines and standards
- Set health & safety responsibilities, objectives and performance criteria for staff and workplaces
- Implement procedures and systems to enable all activities to be carried out in a safe manner
- Maintain emergency, protective and security facilities to protect property, material and people
- Encourage the accurate and timely reporting and recording of all incidents and injuries
- Investigate all reported incidents and injuries to ensure all contributing factors are identified and, where appropriate, plans are formulated to take corrective action.

Staff and Community

- Appoint staff and subcontractors using criteria which ensure that they have the appropriate skills and experience to carry out their work in a manner compatible with good health and safe work practices
- Train and inform all staff to fulfil their duties in a safe and responsible manner, and to observe all safe work procedures, rules and instructions
- Train staff in the safe and efficient use of all plant and equipment
- Ensure that all employees are made aware of the hazards in their workplaces
- Encourage and ensure employee consultation and participation in all health & safety matters
- Encourage the early reporting of discomfort, pain or injury, and provide a treatment and rehabilitation plan that ensures a safe, early and durable return to work
- Conduct open and honest dialogue with the community that reflects our commitment to "good neighbour" principles, and makes the results of our health & safety compliance audits freely available.

Measure and Monitor

- Strive to continuously improve our health and safety performance by establishing objectives and targets, carrying out regular reviews and audits, and acting quickly on complaints, incidents and injuries
- Measure and monitor our performance against our health & safety objectives regularly, consistently and honestly, and use the results to develop practical measures aimed at reducing workplace hazards.

Anthony Teen
Director
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