



Health and Safety Policy

- * It is a fundamental requirement of Electrinet Ltd that the company takes all practicable steps to either Eliminate, Isolate or Minimise hazards in the workplace and that health and safety of all staff be treated equally to other operational requirements of running our business.
- * It is the responsibility of ALL employees to reduce the risk of accidents and injuries by eliminating, isolating or minimizing hazards that may cause personal injury, occupational illness or property damage.
- * Electrinet Ltd will provide a Healthy and Safe working environment for all its employees, contractors and visitors. We will comply with Legislation, Codes of Practice and Industry Standards and establish "Safe Systems of Work" for all activities, as laid down in the Health & Safety system used by Electrinet.
- * All Electrinet Ltd Managers, Supervisors and Staff are accountable for the Health & Safety performance within their work area. Responsibilities include: a commitment to the accurate reporting and recording of all health and safety data, [accidents, incidents and injuries], high standards of housekeeping and hygiene, effective hazard management, competency training, emergency response and contractor control.
- * We will consult with and encourage the full participation of all employees in all aspects of implementing and continuously improving our Health & Safety performance. The National Distribution Union will be consulted on matters involving health and safety participation. All employees will be involved in setting health and safety standards and the internal auditing of workplace safety management practices. I expect everyone to accept the challenge of making Electrinet Ltd a Healthy and Safe Place to work, for all our Staff, Visitors and Contractors.
- * Electrinet Management will commit to achieving high standards of health and safety and to the continuous improvement of the H&S system in its entirety by conducting an annual review. As part of this commitment an active rehabilitation program, to support the safe and early return to work of all injured employees will be pursued. We will minimise risk in all areas of our operations and advise all concerned parties of this policy and health and safety procedures.
- * The company health and Safety Manual and work procedures spells out specific responsibilities for all employees and gives details of required actions and activities. This Health and Safety Policy will be reviewed annually.
- * Electrinet Ltd is committed to continually up skill management in Health and Safety related matters, relative to their positions with Electrinet, to ensure understanding of H&S management and responsibilities.
- *As part of ensuring a Healthy and Safe working environment for all employees, Electrinet advocates an alcohol and drug free environment. This is observed by following Electrinet Alcohol and Drug procedure.

A handwritten signature in black ink, appearing to read "Barry Atkinson", is written over a horizontal line.

Barry Atkinson (Managing Director)

Date: May 2011
Review : May 2012