

# Work, Health & Safety Policy

ICE Engineering and Construction strive for the highest standards to comply with the Work Health and Safety (WHS) Legislation. We are committed to ensuring our officers, stakeholders, clients, business partners, authorities and communities are offered the highest quality of work, delivered in the safest way possible.

ICE Engineering & Construction believes that safety is good business and that work related injuries, accidents and property damage are preventable. Therefore, it is the company’s policy to promote the highest standards in Work Health and Safety and to prevent loss, damage and eliminate injury.

Our vision for Work Health and Safety is for both employer and employee to contribute to an incident free workplace.

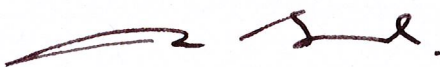
The Company will seek to achieve this by meeting the following objectives:

- Making Work Health and Safety an essential and integral part of management accountability.
- Work Health and Safety considerations are not to be compromised by other business objectives.
- Senior Management adopting a planned approach to Work Health and Safety and reviewing the management system (including this Policy) at least annually to ensure it is being efficient and effective in achieving the established goals.
- Establish performance targets; monitor its performance and, striving to continually improve the Company’s Work Health and Safety performance with the aim of eliminating work-related injury.
- Officers, Managers and Supervisors will all have allocated responsibilities in the implementation of the Work Health and Safety and management system for areas over which they have control.
- Having every employee, contractor and visitor on Company property/sites accept safety as an individual responsibility and a pre-requisite in the planning of all activities.
- Using a consultative process between management, employees and contractors with the view to maintain management systems that promote continuous improvement.
- Ensuring that all work activities are carried out by competent and suitably trained persons.
- Reduce the likelihood of workers attending work under the influence of drugs and alcohol by conducting random Drugs and Alcohol testing at all work sites.

ICE Engineering & Construction aims to meet these commitments by ensuring policies, procedures and safe work systems are adopted that comply with or exceed the requirements of Legislation, Standards, Codes of Practice and, other statutory provisions governing Work Health and Safety.

This policy is applicable to ICE Engineering & Construction in all its operations and functions including those situations where employees are required to work on specific sites.

**Nicholas Bindi**



**Chief Executive Officer**

**Date: 30/08/2018**