

HEALTH AND SAFETY POLICY

Our commitment to health & safety at ETEL is based on the fundamental right for our workers to be safe in our workplace and our commitment to zero harm.

As best practice, ETEL is proactively aligning the Health and Safety systems to the international standard for Health & Safety Management Systems ISO 45001, from AS/NZS 4801:2001.

Our health & safety system is integral to our business and it is company policy to make every reasonably practicable effort in areas of accident prevention, injury protection and promotion of the health, safety and welfare of all workers. ETEL strives to eliminate or minimise, all incidents or risk that could result in personal injury or damage to property. To do this, ETEL has implemented a structured health and safety programme which is continually assessed so that it evolves with experience and the company; to include the following HSE objectives:

- 50% less LTIs than the previous year
- 50% less MTIs than the previous year
- to have a functional wellbeing programme by end of financial year
- to achieve ISO 14001 and 45001 accreditation

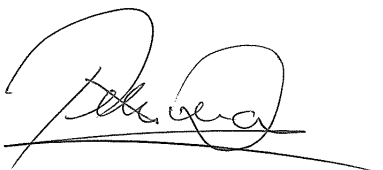
To keep the workplace safe, all workers must follow safe work practices and reduce any risks in their work environment. It is the responsibility for all workers to:

- look after their own and other people's safety
- fix or report any unsafe conditions or work practices that they see
- accurately report any incidents as soon as possible or within 24hours

In meeting this commitment, all Senior Managers, Managers, PILs, Leads and staff representatives are responsible for providing the necessary resources, time, coaching/mentoring and training to ensure ETEL employees are skilled and equipped to keep themselves and others safe in their workplace. ETEL strives to have a no-blame culture and to ensure full protection from reprisals when reporting incidents or accidents.

To achieve this, together we will:

- provide a safe place to work, including safe equipment and materials
- establish and insist that safe work methods are practiced at all times
- establish and implement an accident prevention programme
- provide appropriate induction, training and supervision
- ensure that all ETEL workers are aware of their responsibilities
- review the health & safety programme and policy in March of every year
- monitor workplaces and workers' health, especially of those who work in high risk areas
- establish best practises, philosophies and processes, in the provision of occupational rehabilitation assistance for employees and support the safe and early return to work of injured employees
- ensure a process of active engagement, consultation and participation for all ETEL workers and their representatives
- workers and where appropriate, Unions, to agree on the health & safety programme implemented by the company
- maintain and continually improve our health, safety and environmental systems
- proactively identify hazards and unsafe behaviours and take all practicable steps to eliminate or reduce these to as low as reasonably practicable
- continue to promote awareness around reporting safety concerns, including heightened awareness of our high-risk consequences
- set targets for improvement and measure, appraise and report on our performance
- require our contractors to demonstrate the same commitment to achieving excellence in health and safety performance
- assess and give recognition to the health and safety performance of workers
- comply with relevant legislation, regulations, codes of practice and industry standards



Peter Leece
CHIEF EXECUTIVE OFFICER

31/10/2019