

WORKPLACE HEALTH & SAFETY POLICY

IPA Personnel Services Pty Ltd (IPA) is committed to providing a safe and healthy working environment for all employees, contractors, suppliers and business partners. Safety is our number one priority and the foundation of our culture is based on the belief that all injuries are preventable, and that legislative and statutory requirements should only represent minimum compliance standards.

In providing a safe and healthy working environment we are committed to respecting and caring for the environment in which we work.

Accountability for Workplace Health and Safety rests with the Board of Directors and all employees; we will achieve this by;

- Not compromising personal health and safety in the mistaken belief that other requirements are more important.
- Placing the safety of people first, followed by plant/equipment and safety system performance.
- Identifying, reporting, assessing and controlling workplace risks and hazards.
- Complying with all regulatory and legislative requirements, Industry Codes and relevant Australian Standards.
- Considering the outputs of our business that impact on safety and the environment.
- Maintaining an effective Health and Safety Management System with commitment, consultation and involvement from all levels of the organisation.
- Providing appropriate induction, education and training to all employees.
- Systematic planning and control of workplace activities and the establishment of measurable objectives and targets.
- Working within a framework of sustainable development by using resources in a manner which maximises their value to the community.

IPA will also require contractors, suppliers and business partners to apply similarly high standards.

All employees are empowered to cease work immediately if they believe that their health and safety, or that of their colleagues, has been, or is likely to be, compromised.

Protecting the well-being of our employees and safeguarding our environment are core values of IPA and *All Safe, All the Time* is ingrained in our culture. We will persevere in this endeavour until our facilities are safe from hazards, our employees are injury free, and our commitments to protecting our people are achieved.

A handwritten signature in blue ink, appearing to read 'S. Donegan', with a horizontal line extending to the right.

Steven M Donegan
Chief Executive Officer
IPA