



## Occupational Health and Safety Policy

### General Policy

The Gillespie Cranes Services Company is committed to providing a healthy and safe workplace for all employees, contractors, sub-contractors, visitors and the general public. The Company shall ensure adequate resources are made available to comply with all relevant Acts and Regulations and to ensure measurable objectives and targets aimed at the continuous improvements of our Safety Management System are developed and met.

### Management's Responsibility

The promotion and maintenance of occupational health and safety is primarily the responsibility of management. Management are required to demonstrate commitment to the health and safety of all persons in workplaces occupied by Gillespie Cranes Services. To this end, it is management's responsibility to develop, implement and regularly review, in consultation with its employees, the Company Health, Safety & Environmental Management Program.

### Consultation & Communication

The Company recognises the importance of effective consultation and communication with all employees. To this end, the Company shall develop a Consultation & Communication Program to enable employees to contribute to the making of decisions affecting their health, safety and welfare at work.

### Specific Responsibilities:

#### Managers

Managers are required to ensure that this policy and the Company Health and Safety Management Program are developed and effectively implemented, and to support Supervisors and hold them accountable for their specific responsibilities.

#### Supervisors

Each Supervisor is responsible and accountable for taking all practical measures to ensure that in their area of their control, the Company Health and Safety Management Program is complied with and employees are supervised and trained to meet their requirements as detailed in the

programs. They shall ensure that employees are consulted in issues which affect their health and safety.

### Employees

All employees are responsible and accountable for co-operating with the OHS&E Policy and associated programs to ensure their own health and that of others, in workplaces occupied by Gillespie Cranes Services.

### Contractors and Sub-Contractors

All Contractors and Sub-contractors engaged to perform work on the Gillespie Cranes Services' premises or any other location required by the Company are required to comply with the occupational health and safety policies, procedures and programs of Gillespie Cranes Services.

### Occupational Health & Safety Management Program

In order to fulfil the general provisions of this Policy, a program of activities and procedures will be developed and implemented to ensure:

- Premises controlled by Gillespie's are safe and without risk to health;
- Plant & substance provided for use is safe and without risk to health when properly used;
- Systems of work and the working environment are safe and without risk;
- Information, instruction, training and supervision is provided; and,
- Adequate facilities for the welfare of our employees are provided.

This Policy and associated programs will be reviewed at least every two years through the consultative process.

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Managing Director

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