



# Palatine Energy Pty Ltd

## Health & Safety Policy

Palatine Energy Pty Ltd is committed to preventing death or injury to any of its employees, consultants, contractors or clients, and the accidental damage to, or loss of any of its resources and physical assets. To the extent to which it is under our control, this extends to the general public, as well as private and public property.

To fulfill this commitment to protect both people and property, Management will provide and maintain a safe and healthy work environment, in accordance with best industry practice and in compliance with legislative requirements. Palatine will apply site specific procedures to prevent any foreseeable hazards which may result in property damage, accidents, or personal injury or illness.

We recognise that successful implementation of a health & safety policy involves shared awareness, understanding and compliance. All employees, consultants and contractors will be engaged in mitigating work environment accidents, controlled through management procedures and practices. Safety involves all managers, supervisors, employees, consultants and contractors.

The Management of Palatine is committed to the health of its employees and for all who are under our Management control. Protection of employees from occupational disease is a major ongoing objective. We are committed to continuing improvement toward a workplace in which the hierarchy of risk controls is understood and addressed through effective administration, education and training. All supervisors and workers are required to commit to a working environment in which acceptance of "near misses" is not tolerated.

Our philosophy is based on the value placed on our people's health and well-being, together with the knowledge that our company and clients' success is dependent on the health and safety of our workforce. The Directors and Officers of this corporation undertake that practical precautions will be taken by and for the protection of all workers and that safety comes before haste. The welfare of the individual is our greatest concern.

Supervisors will exercise local responsibility for the health and safety of workers under their supervision. Supervisors have a duty to ensure that machinery and equipment required for use by each worker are safe and that each worker works in compliance with established safe work practices and procedures for each piece of equipment. Workers must receive adequate training in their specific work tasks to protect their, and others', health and safety.

All supervisors and employees must protect their own and fellow workers' health and safety by working in compliance with the relevant legislation, all applicable regulations and safe work practices and procedures established by our company. We will assist subcontractors in achieving this.

All management activities will comply with company safety requirements as they relate to planning, operation and maintenance of facilities and equipment. All employees will be required to perform their jobs properly in accordance with established procedures and safe work practices.

Andrew Bursill  
Chairman

David Falvey  
Managing Director

Revised and dated: 22 September, 2011