



## OCCUPATIONAL HEALTH, SAFETY & WELFARE POLICY

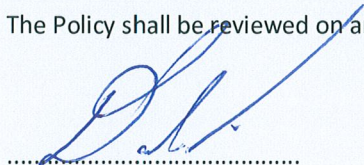
The Responsible Officer for DID Piling Operations is the Director, Dominic Vieceli. The Director in conjunction with Senior Management, Project Management Teams and Site Safety Officers is responsible for the health and safety of employees, subcontractors and visitors to our offices and construction sites.

The Company's primary concern is to promote the highest standards of safety and the elimination of injury, loss or damage by:

- Complying with the requirements of all Acts, Regulations, Codes of Practice and other statutory provisions governing Occupational Health, Safety and Welfare.
- Ensuring that Health and Safety considerations are integrated into all activities of the business.
- Having every employee accept safety as an individual responsibility and understand their personal duty to maintain high safety standards in his/her work practices.
- Being committed to providing appropriate internal and external expertise when required.
- Recognising responsibilities for all employees in accordance with other relevant supporting policies and procedures.
- Carrying out the appropriate education and training as an integral part of the Company's Occupational Health, Safety and Welfare program to ensure that this policy and other relevant information is communicated to and understood by all employees.
- Recognising the Company's duty of care to all employees, subcontractors and visitors to the workplace.
- Providing an effective hazard and risk management approach to Occupational Health and Safety and Welfare.
- Using a genuine consultative process between management and employees to implement and maintain an Occupational Health, Safety and Welfare program of continuous improvement.
- Being committed to effective rehabilitation in accordance with the Workers Rehabilitation & Compensation Act, 1986, to assist work related injured employees with an early return to work and to achieve the best practicable levels of physical and mental recovery.
- Providing equitable claims management in accordance with the Workers Rehabilitation & Compensation Act, 1986, for all employees injured in the course of their employment.

DID PILING PTY LTD strives to create conditions where all employees accept responsibility for the welfare of fellow employees as well as the property and reputation of the company and intends to meet these commitments by ensuring safe work practices and procedures are adopted.

The Policy shall be reviewed on an annual basis.

  
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Derek Fabel  
General Manager