

T3PM Group - Occupational Health and Safety Policy

The Occupational Health and Safety (OHS) of our employees and partners is of the utmost importance to the Directors and the Management Team of T3PM Group.

Our OHS Policy Statement has been developed in consultation with our employees, management team and associates. Our key **OHS Objectives** are:

- **Zero Harm** – we will do everything possible to prevent injury and ill health;
- **Safety Excellence** – we will establish safety performance initiatives, create a culture of safety excellence through involvement of our people, through collaboration with our clients, associates, industry bodies and stakeholders.
- **Accountability** – we will encourage individual accountability for safety by good risk assessment, risk mitigation and practicing of safe behaviours at all times.
- **Legal compliance** – we will proactively identify and comply with all legal, statutory and other safety requirements;

T3PM Group's total commitment to a safe and healthy workplace also means:

- safe and healthy working conditions for all people - including our employees, sub-contractors, clients, and visitors;
- competency development and training to enable employees to work safely;
- communications and involvement of employees to increase awareness and compliance to legislation, industry standards, our OHS management systems and procedures;
- support, training and assistance for employees to fulfil their responsibilities;
- involvement of employees and subcontractors in hazard identification, risk assessment and control processes, emergency procedures;
- proper investigations into all reported incidents;
- appropriate 'return to work' programs are implemented; and
- regular reviews and evaluations of safety management system are undertaken by the Management Team, improvements are identified and implemented.

Where work is required at Client's work sites or external project site(s), we will create Site-Specific OHS Procedures, ensure clarity of responsibility, invest in upfront planning for OHS matters, involve our people, implement appropriate inductions, undertake ongoing monitoring and conduct regular reviews to ensure best safety outcomes for all.

This OHS Policy will be reviewed every year.

A handwritten signature in blue ink, appearing to read 'Milind Kumar'.

Milind Kumar
Managing Director
Updated 11 May 2015