

STATEMENT OF POLICY WITH RESPECT TO:

OCCUPATIONAL HEALTH, SAFETY & WELFARE

Hargreaves Industrial Services believe that all work related accidents, incidents and ill health cases are avoidable and realise that our greatest assets are our employees, suppliers and contractors. We must all believe that any harm is unacceptable and we must strive to achieve zero harm.

Hargreaves Industrial Services are committed to the continual improvement of our Safety Performance. It is our policy to do all that is reasonably practicable to ensure a safe and healthy environment for all who work for us and everyone who is affected by our work activities. Equally, it is our aim that the same high standards of Health & Safety will be reflected in the activities that Hargreaves Industrial Services perform for our clients.

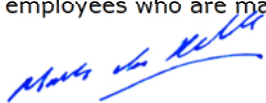
Hargreaves adopt 4 key Golden Health and Safety Rules. These are:-

- ◆ Zero Tolerance to Drugs and Alcohol
- ◆ Risk Assess everything you do
- ◆ Work safely and challenge unsafe acts
- ◆ Unsafe Conditions - See them, sort them, report them

Top Management are committed to:

- ◆ Ensuring that Hargreaves Industrial Services fulfil legal requirements and best practice guidance.
- ◆ Monitoring and improving the Hargreaves Industrial Services' management systems and structures to ensure they are adequately resourced, they consider and control health and safety risks at every level and in every aspect of the organisation.
- ◆ Providing a positive safety workplace culture which supports the 4 golden rules above and encourages consultation and participation from the workers. Positively handle all reported items, stop work cases and changes of work plan without reproach.
- ◆ Implementing a *Step Back Speak Up* attitude to continually improve Health and Safety standards.
- ◆ Maintaining all staff training and continue to develop competency
- ◆ Promoting the correct safety attitude and awareness of risks for the tasks undertaken by our staff. This includes empowering all staff to adopt our Stop-Work policy if they feel the job is unsafe.
- ◆ Having easily and readily available health and safety advice, information and support.
- ◆ Maintaining our open reporting, investigation and communication system with the aim of preventing repeat incidents and ensuring continuous improvement.
- ◆ Eliminating hazards and reducing risks as far as reasonably practicable.
- ◆ Continually monitoring and auditing our management systems and operations to ensure they remain accurate, compliant and can be easily understood.
- ◆ Regularly reviewing our health and safety performance.
- ◆ Encouraging and developing collaborative relationships with both Clients and other contracting partners to identify common issues and implement both good and best practice.
- ◆ Adopting a proactive approach to Occupational Health and Safety management, implementing management structures to ensure all employees fully understand their roles and responsibilities to accomplish the company's objectives in a safe and efficient manner.
- ◆ Assess mental health risks in the workplace.

This policy and associated plan are available on request to all our customers, relevant interested parties and our employees who are made aware of our commitment and the contents of this policy.



Mark van Kalles
Managing Director – Asia