

Aqualand Projects Pty Ltd is a property development and investment company which manages commercial buildings and provides turnkey medium to high density residential apartment properties to the Australian market. It is a vertically integrated business with internal resources for design management, finance procurement, sales and marketing, development management, cost planning and Project Management.

Aqualand manages external consultants, suppliers and Principal Contractors to produce designs with quality inclusions for above standard constructions which are consistent with Aqualand's product requirements.

Aqualand considers the work health and safety of all its employees as well as those affected by our work to be of utmost importance. As a result Aqualand is committed to responsible management practices. It aims to maintain and operate a Work Health and Safety Management System in accordance with the requirements of AS/NZS 4801:2001, and regards as fundamental to its operating strategy the objective of achieving the highest possible standards in health and safety.

All activities will be assessed to identify the hazards and controls necessary to safeguard the health, safety and welfare of all employees, subcontractors and others who may be affected.

The responsibility for the implementation of the policy will be by the logical delegation of duties from the Managing Director through the direct line of management and supervisors to the point when the control of hazards is applied. The Project Manager/Site Supervisor will be responsible for the full implementation of the policy and procedures at site level.

Competent advice and appropriate health and safety training will be provided to enable managers, supervisors and employees to discharge their duties in a safe manner.

Employees are expected to accept the responsibility to work safely at all times when on their own or with others who may be affected by their actions, and contribute to the implementation of the policy.

It is our aim to control the circumstances that would otherwise lead to accidents and ill health and to ensure all employees work safely to meet the high demands of clients.

Aqualand's top management is committed to:

- Keeping up to date and satisfying all relevant Work, Health and Safety legislation and applicable safe codes of practice.
- Promoting the use of the process approach and risk based thinking.
- Planning and risk assessing work activities by establishing Control Measures in order to eliminate or reduce the risk to an acceptable level which is applicable to those hazards or risks.
- Control and continually improve the Safety Management System through internal audits, worker safety meetings, company safety feedback to workers, workplace inspections, management reviews and continuous monitoring with objectives and targets which are aimed towards the total elimination of work related injuries and illnesses.
- Implement realistic objectives and targets and ensure that they are reviewed annually in order to enhance the WHS performance across the company.
- To ensure that emergency preparedness procedures are in place which allow the Company to respond in a timely manner to any situation which could otherwise have adverse effects
- To ensure that processes such as communication, consultation, education, training and resources are in place to work with employees to enhance the health and safety performance of the Company.
- Ensure that the Health and Safety Policy is communicated to all employees and other personnel who work on behalf of the Company when necessary through the induction process, displays on Notice boards, on the company's intranet Shared Drive, in applicable Manuals and will be made available via emails to all interested parties and on the Aqualand website.
- Ensure that the Safety Policy will be reviewed for suitability and effectiveness and maintained annually or more frequently if necessary for continual improvement.

Signed by:  
**John Carfi, CEO**  
31<sup>st</sup> October, 2018

