

OCCUPATIONAL HEALTH & SAFETY POLICY

Pickwick aims to lead the way in occupational health and safety (OHS) within our industry.

All employees are expected to apply quality and safety standards that have been established to protect our clients, our subcontractors, our workers and members of the public. The philosophy of the Company is to ensure that our work is undertaken safely, with a high level of integrity and quality.

This is achieved by maintaining an Integrated Management System (IMS) complying with AS/NZS 4801 that covers the activities of our operation.

The IMS has the objective of eliminating work-related injury and illness by:

- Conforming to legislative and industry requirements;
- Identifying hazards related to the business's activities;
- Assessing risks associated with the hazards;
- Determining suitable control measures to minimise the risk;
- Reviewing controls to ensure they remain effective;
- Preparing documented safe systems of work;
- Communicating safety issues to our workers and seeking their advice and suggestions;
- Supervising and training our personnel;
- Auditing the program to ensure that aspects of the IMS are functioning correctly;
- Conducting periodic reviews to continuously improve the IMS;
- Investigating all incidents or injuries to identify root causes and implement corrective and preventative action; and
- Establishing measurable objectives and targets to chart our progress.

We request the personal cooperation and commitment of people working with our Company, whether they are staff, subcontractors or clients, to help us achieve our "Zero Harm" objective.

Please abide by our safety rules and report unsafe conditions. Also be involved and committed to a continuing program that will ensure a safe, healthy and hygienic environment for everyone. Your contribution is valued.



Ken Holder
Chief Executive Officer
Pickwick Group Pty Ltd
Date: OCTOBER 2010
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