



OCCUPATIONAL HEALTH & SAFETY POLICY

The Health and Safety of our employees is of prime importance.

We recognise our Duty of Care to provide and maintain a safe and healthy work environment with safe systems of work and competent supervisions for all our employees, subcontractors and visitors. All employees have a reciprocal Duty of Care to ensure they assist management in achieving an injury free workplace.

All employees are strongly encouraged to participate in the evolution of the Safety Management System by identifying hazards in the workplace and providing suggestions to improve safety in the workplace.

We are committed to achieving our objectives by:

- Providing adequate funding and resources to ensure the requirements of the Safety Management System are implemented.
- Complying with all applicable legislation, regulation, standards and codes of practice and client requirements.
- Providing necessary information, training and supervision of employees and subcontractors.
- Providing a level of leadership to ensure works are undertaken in a safe, efficient and productive manner.
- Allow for consultation and cooperation between the company, employees and subcontractors enabling all to work together to achieve stated objective and assist in the prevention of injury to themselves and others.
- Identifying and eliminating unacceptable risks through a systematic process that is an integral part of our day to day operations.
- Measuring our safety performance through internal and external audits.
- Establishing and maintaining a rehabilitation program that facilitates the earliest possible return to work of an injured employee.
- Aiming to eliminate all work related injuries and illnesses in the workplace.
- Exceed client requirements by ensuring compliance to their needs through excellence in the services provided.

By implementing this policy and with the total commitment of IKAD Engineering management and employees our OH&S objectives and targets will be achieved.

A handwritten signature in black ink, appearing to read 'I. Donjerkovich', is written over a horizontal line.

I. Donjerkovich
General Manager
October 2014

Next review – October 2015

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