

Work Health & Safety Policy

April 2018

If there are any questions in relation to this Policy, please refer to the Company Secretary.

Work Health & Safety Policy

Greencross Ltd and its subsidiaries (the Company)

1. Introduction and Purpose

1.1 Background

The Company is committed to promoting and supporting a culture of work health and safety. It is committed to the safety, health and wellbeing of its Employees, business partners and visitors.

1.2 Purpose

The purpose of this Work Health & Safety Policy (**Policy**) is to:

- (a) outline the policies which underpin the Company's work health and safety system;
- (b) outline the responsibilities and standards of behaviour that apply in all of the Company's daily business activities and which help to fulfil the Company's legal and ethical obligations; and
- (c) provide guidance on how Employees should conduct themselves in a manner consistent with the Company's values.

It is expected that Employees will report known, suspected or potential issues with work health and safety.

1.3 Definitions

Capitalised terms used in this Policy have the following meanings:

Company means Greencross Ltd and its subsidiaries.

Employees include any director, secretary, officer, employee, secondee or contractor of the Company.

Policy means the Company's Work Health & Safety Policy.

2. Scope

This Policy applies to all Employees of the Company.

3. Policy

3.1 Principles

The guiding principles which underpin the Company's commitment to work health and safety are:

- (a) striving to prevent injuries and illnesses by the Company and each Employee actively caring for each other;
- (b) no service or task is so urgent and important that it cannot be done safely; and
- (c) each Employee is responsible for their own decisions and actions.

3.2 Responsibilities of all Employees

Optimal work health and safety standards are only possible with the ongoing commitment of all Employees. As such, this policy requires each Employee to:

- (a) comply with laws, external requirements and Company processes;
- (b) familiarise themselves with all safety requirements for their respective roles and comply with all reasonable safety instructions from management or authorised representatives;
- (c) arrive fit and ready for work;
- (d) immediately report any incidents or hazards to management; and
- (e) apply risk management to prevent injuries and illness.

3.3 Continuous Improvement

The Company will:

- (a) set measurable objectives and targets to continuously improve on occupational health and safety results over the year;
- (b) provide information, training, instruction or supervision so that Employees can carry out their work safely and be able to recognise occupational health and safety risks; and
- (c) engage and consult to receive feedback on work health and safety.

4. Other matters

4.1 Amendment of policy

This Policy can only be amended with the approval of the Chief Executive Officer.

4.2 Adoption of Policy and Company review

This Policy was adopted with effect from 18 April 2018.

The Company will review this Policy periodically. The Company Secretary will communicate any amendments to employees as appropriate.