



Occupational Health and Safety Policy

Gusher will provide a safe and healthy workplace for all staff, subcontractors and others by:

- demonstrating strong leadership in setting and achieving OHS goals;
- identifying and controlling all health and safety hazards and associated risks;
- consulting with all personnel on decisions that may impact on their health and safety;
- integrating OHS risk management principles into all of its operations;
- encouraging a culture of cooperation, initiative and responsibility to maintain a safe and healthy workplace;
- continually reviewing and improving the health and safety aspects of the management system to eliminate workplace injury and illness.

As part of its compliance processes, Gusher Pty Ltd is committed to:

- occupational health and safety
- rehabilitation
- compliance with AS 4801 and NT Work Health requirements
- establishment of measurable objectives and targets
- legislative and regulatory compliance
- continual improvement in all aspects of the company's operations
- using all available resources as required in the execution of the company's OHS responsibilities

The objective is to create and maintain a workplace that is free from hazards which may affect persons at work.

In recognition of the company's duty of care to all persons in the workplace, Gusher has developed and maintains processes to:

- Include OHS specific responsibilities and accountabilities in position descriptions, and comply with those responsibilities
- Develop and maintain consultation and communications strategies for OHS
- Identify and assess OHS hazards in the workplace; control of these hazards; and residual risk evaluation within the guidelines developed in AS 4360 Risk Management and corporate policies and procedures



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- Develop contractor management systems
- Provide rehabilitation as a means to promote well-being and maintaining the self esteem of the individual, while returning any injured person to meaningful work as soon as is practicable after any incident

This policy is communicated to Gusher employees, subcontractors and other relevant stakeholders:

- At induction and re-induction
- At site induction
- By display on project site noticeboards
- Via the Gusher public website.

Authorised: B.L. Malady, Managing Director

Signed:

A handwritten signature in black ink, appearing to read "B.L. Malady". The signature is written in a cursive, flowing style.

This policy shall be reviewed annually by the Managing Director in consultation with employees.