

Health, Safety and Environment Policy

Vanguard Solutions Pty Ltd places the highest priority on the protection of health, safety and the environment both in its own operations and in its interaction with external individuals, organisations and workplaces. The Directors of Vanguard Solutions are committed, to meeting or exceeding the safety, health and environmental standards expected of an engineering consultancy and employer by its employees, the community and Government.

To accomplish this, Vanguard Solutions Pty Ltd has set as its main objectives:

- to give the highest priority to health, safety and environmental considerations;
- to encourage a culture of proceeding with work only if health, safety and environmental concerns are identified, understood and adequately addressed;
- to institute and utilise a HSE management system, as an integral part of its business operations, to provide assurance that all hazards are identified, eliminated or controlled;
- to provide for health management and where required, rehabilitation of all employees;
- to ensure that visitors to Vanguard Solutions' premises are briefed on the health, safety and environmental policy and the requirements that policy may place upon them;
- to ensure that Vanguard Solutions' personnel when they visit the premises of other companies or are working within other organisations, comply as a minimum with Vanguard Solutions' policies and also with the policies of the company or premises being visited.
- To demonstrate, by its practices and application of this health, safety and environment policy, leadership in the field of health, safety and environment management and management systems.

All company personnel are required to recognise and accept their responsibility to maintain, as far as is reasonably practicable, a workplace that is free from health, safety and environmental hazards and are required to report hazards and unsafe work practices to their supervisors immediately.

This policy will be reviewed every three years.

Signed, for Vanguard Solutions Pty Ltd,



Ian Bett
Director



Brendan Fitzgerald
Director



Paul Breen
Director

Date of Last Revision: December 2006