

We recognise that good Health & Safety performance, and the H&S of everyone who works for us or is affected by our activities, together with good Environmental performance is critical to the ongoing success of our business.

Our business plans will include HSEQ objectives and measurable targets. We are committed to meeting them and to achieving continuous improvement in HSEQ management and performance.

We are committed to a goal of no accidents, no harm to people, minimising our impact on the environment, and meeting high quality standards:

- Directors accept their responsibility to maintain HSEQ as a business priority and will always take the lead in promoting standards and exemplary HSEQ practices;
- All managers will ensure that significant hazards in their workplaces are identified, risk assessed, controlled and regularly reviewed so that the likelihood of harm to employees, the environment, and others affected by our activities is eliminated or minimised;
- The company expects its employees, contractors and suppliers to take ownership of their HSEQ responsibilities;
- Contractors and suppliers will carry out their activities in a manner compliant with this policy and will actively contribute to jointly improve HSEQ standards.

We will:

- Consult, listen and respond openly to our employees, contractors, suppliers, customers and legitimate public interest groups;
- Comply with relevant legislation and current best practice by working with our contractors, suppliers, competitors, industry bodies and regulators to improve HSEQ standards;
- Monitor and report our HSEQ performance to the Board of Directors;
- Actively promote a culture where the challenging of unsafe, unprofessional, and environmentally harmful behaviour is commonplace;
- Encourage and recognise those who contribute to improved HSEQ performance;
- Operate a "just culture" where people are held to account for knowingly breaking HSEQ "rules";
- Actively promote the health and well-being of our employees, contractors and suppliers.
- Challenge the materials, plant and processes we have historically used to assess the benefits of viable alternatives;
- Take into account the expectations and concerns of our local communities, cultural heritage, and the short and long term benefits against costs and liabilities;
- Ensure that appropriate resources are provided in order to meet the requirements of this statement.

Signed:

Date: 3rd October 2016



**Mark Driver
Managing Director – Alpheus Environmental Ltd**