

HEALTH & SAFETY POLICY

Haden's health & safety philosophy is based upon ethical conduct, integrity, mutual trust and teamwork. To ensure continuous improvement, we challenge, test, re-evaluate and continually strive to raise the standard of our health and safety practices. The heart of our safety program is our vision "to achieve zero incidents and injuries".

Haden will meet its commitment to health and safety through:

- Ensuring Haden's safety vision is promoted and remains at the forefront of all the company's operational planning. Managers, employees and contractors need to be aware and accept responsibility to provide a safe working environment and work safely within it;
- Initial induction, ongoing education and training for our employees and contractors, providing the skills and confidence to complete tasks to a high technical standard without incident or injury. Health and safety is a key component of our values based training program, COSMIC, which every employee is required to participate in;
- Effective teamwork between management and employees focused on taking practical steps to identify and eliminate hazards within the workplace. This includes a risk management process to ensure an incident and injury-free work environment;
- We will support a safe and early return to work of any injured employee;
- Managing safety excellence through managers and supervisors demonstrating strong leadership and striving to continuously improve health and safety management. Key health and safety objectives, plans and performance measures are set, with regular review processes to monitor performance;
- Communication and consultation with our employees and their representatives on key health and safety information to raise awareness and develop a culture of zero incidents and injuries;
- Managers and supervisors actively promoting ownership and accountability for safety, and discussing ideas that are generated by employees to improve our working environment;
- In order for Haden and its companies to meet these objectives, each division will develop safety documentation that will ensure hazard management and ongoing compliance to relevant health and safety legislation, regulations and codes of practice;
- This policy is designed to assist Haden and its companies meet legislative obligations and of equal importance, ensure we maintain alignment with the company's philosophy 'Safety All Ways'. We commit to ensuring our work environment and practices always give health and safety the highest priority.

This policy will be reviewed annually and confirms the company's ongoing commitment to making our workplaces safe and healthy for of all our people.



Keith Blind
Chief Executive

December 2010



AIR CONDITIONING
& MECHANICAL
ENGINEERING

HADEN
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