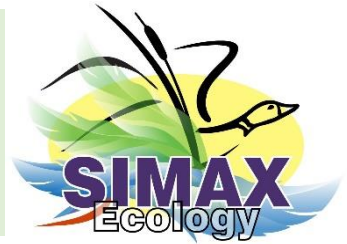


Health and Safety Policy

Simax Ecology Ltd.



Our goals of this policy are to:

- Show the commitment of Simax Ecology's management and workers to health and safety
- Remove or reduce the risks to the health, safety and welfare of all workers, volunteers, visitors and anyone else who may be affected by the operations of our business
- Ensure all work activities are done safely
- Ensure Simax Ecology remains compliant with the Workplace Health and Safety Act 2015

Responsibilities:

Simax Ecology is a sole-trader, as such the sole-proprietor/manager is responsible for:

- Providing and maintaining a safe working environment
- Reviewing and updating Health and Safety Plans
- Ensuring Health and Safety equipment and first-aid materials are compliant and serviced regularly
- Identifying hazardous risks and creating, reviewing and updating Operational Protocols for hazardous risks
- Reporting serious injuries or incidents to WorkSafe
- Communicating Health and Safety Plans, Operational Protocols and other relevant information to future employees, volunteers and visitors
- Undertaking training for new hazardous risks or threats
- Generating induction materials and leading health and safety orientations

We expect employees, contractors, volunteers and visitors to:

- Comply with this policy and follow the Health and Safety Plan
- Ensure their own personal health and safety, and that of other volunteers and visitors
- Comply with our Drug and Alcohol Policy
- Comply with reasonable directions given by the manager in regards to safe work procedures or wearing personal protective equipment

Date: 26 September 2018

Signature:

A handwritten signature in blue ink, appearing to read 'J Sheppard', is written over a light blue horizontal line.

Name:

Jennifer Sheppard