

SPOTLESS GROUP LIMITED

Occupational Health and Safety Policy

The Spotless Group of Companies (Spotless) recognises that it has a primary responsibility to minimise the risk of harm or injury to any person from the conduct of its business, with the ultimate objective to eliminate any risk.

The cornerstone of Spotless' OH&S policy is the Five Core Safety Beliefs:

- All injuries can be prevented
- Everyone is responsible for injury prevention
- Working safely is a condition of employment
- No site induction, no start
- If it isn't safe, don't do it

Consistent with and in pursuit of these beliefs:

Management (from the top down) shall:

Communicate the Spotless OH&S Policy to all employees, contractors and clients under our supervision and or control,

Demonstrate support and accountability for the implementation and operation of the OH&S Management System,

Provide appropriate resources, information, instruction and training necessary (including people, plant, equipment and systems of work) for our employees and contractors to maintain a safe and healthy workplace,

Provide forums for communication and consultation on OH&S with relevant stakeholders,

Establish relevant and measurable OH&S performance targets,

Report OH&S performance and review outcomes, to identify and progress opportunities for improvement, and

Provide the systems which enable effective and continuous safety improvement.

In the management of its OH&S obligations Spotless Management will take the steps necessary to understand the intent of relevant *Occupational Health and Safety* ("OH&S") Legislation and associated statutory regulations and apply that intent to the provision of a safe workplace.



J P Farnik
Managing Director and Chief Executive Officer

Our employees, contractors and clients shall:

Meet their obligations to protect the health and safety of themselves and others at work,

Perform their assigned duties in accordance with accepted safe working practices,

Provide Spotless management any information which will contribute to the protection of the health and safety of all stakeholders,

Follow and comply with all safety requirements of the Spotless Safety Management System whilst on Spotless premises