

Ross and Julia Ross are committed to providing a safe and healthy work environment for all employees. In recognition of this, Ross and Julia Ross make every reasonable effort to prevent accidents, protect employees from injury, and promote the health, safety and welfare of all employees.

Ross and Julia Ross accept its responsibilities and obligations under relevant legislation to provide resources, direction and support to achieve its commitment to providing a safe and healthy workplace.

Consultation

Ross and Julia Ross will consult with employees so that they may contribute to decisions about the implementation of safety practices and systems. The Health and Safety Committee has been set up as a means by which management at Ross and Julia Ross can consult with employees on health and safety issues. The committee provides a forum for the discussion and recommendation for resolution of issues brought before it.

Responsibilities

Managers have the responsibility to:

- Identify hazards, assess risk and implement control strategies to minimise risk of injury to people and property
- Ensure the relevant Acts and regulations that apply to working conditions and the work environment are observed and enforced
- Encourage consultation in addressing safety issues
- Design, purchase, install and maintain a safe working environment
- Develop and implement safe systems for work
- Provide adequate safety information, training and supervision
- Ensure that the behaviour of all persons in the workplace is safe and without risk to health

All employees (including on-hire) have a responsibility to:

- Adhere to safe work practices, instructions and rules
- Immediately report any unsafe work conditions or equipment to management
- Not misuse, damage, and refuse to use, or interfere with anything provided in the interest of health and safety.
- Perform all work duties in a manner which ensures individual health and safety and that of fellow employees
- Co-operate with other employees to ensure the health and safety of all employees

Suppliers, Independent Contractors and Subcontractors

All people engaged to perform work on Ross' premises are required as part of their contract, to comply with Ross and Julia Ross' health and safety policies and procedures and observe directions on health and safety from designated persons.

A handwritten signature in blue ink, appearing to read "Ralph Shreeve".

Ralph Shreeve
Group Managing Director Ross and Julia Ross

1st May 2007

DATE