

## WORKPLACE HEALTH AND SAFETY POLICY STATEMENT

At Aestec Services, our overall objective is to provide the highest possible standards in workplace health and safety to all members of staff, those working on our behalf, and to all members of the public. The approach of Aestec Services to workplace health and safety is one of continuous improvement in performance through enhancing the skills, knowledge and commitment of its workforce, which embraces staff members, sub-contractors and suppliers.

Health and safety considerations shall always be given the highest priority, with focus on eliminating workplace related injuries and illness.

Our goal is to have an injury free operation and we will achieve it by identifying and controlling every risk associated with what we do, how we do it and where we do it. Control measures shall take into account the safety of all.

Compliance with occupational health and safety legislation and regulations in the relevant state or territory is mandatory at all times. Further, this approach is part of the way in which the Company does its business.

Work Health & Safety is an integrated part of our Business Plan and is the responsibility of every person who works for Aestec Services.

Employee performance appraisals shall always include health and safety performance, and employees shall be involved in all decision making processes through regular communication, consultation and training. Employees shall be given the opportunity to decide how they wish to be consulted in the workplace and this shall be recorded on a 'WHS Consultation Statement' for each work site.

In order to achieve this Aestec Services shall ensure that adequate resources are provided to fulfil this commitment, and will support actions that identify and eliminate unsafe work practices and conditions in our workplaces. Further Aestec Services will maintain records and regularly review its performance in regard to this commitment.

This policy, along with safety related objectives & targets, shall be reviewed at least annually at our formal management review meetings.



**Doug Deakin**  
Managing Director

**02/12/19**

Date