

WORK HEALTH AND SAFETY POLICY

Envirolab, including its associated entities of Envirolab Services Pty Ltd, Envirolab Services (WA) Pty Ltd and Envirolab Services (NZ) Limited trading as LABTEC ('Envirolab', 'us' 'our' 'we') believes that the health, safety and welfare of employees is of prime importance and essential for the efficient operation of its undertakings.

Envirolab is committed to complying with the requirements of the ISO 45001 standard using a maintained and continually improved Work Health and Safety Management System.

Senior Management recognises the need to conduct the business in a manner that is in line with current legislation and codes of practice. Senior Management will ensure that appropriate arrangements are in place to comply with all legislative duties and enable the pursuit of continual improvement in its operations and management systems.

Senior Management and the employees of Envirolab are responsible for safety at work. Envirolab will take all reasonable practical steps to ensure the health, safety and welfare of its employees, and others who may be affected by its work activities, by providing the following commitments:

- A safe and hygienic working environment through the design, construction, operation and maintenance of all plant, equipment and facilities by meeting legal requirements;
- Safe systems of work;
- Adequate instruction, information, training and supervision;
- Control of all situations likely to cause damage to personnel, property and equipment using the hierarchy of controls;
- Effective facilities for consultation and communication between management and employee representatives;
- The undertaking of such tests, examinations, samples and records as are necessary to monitor the working environment and equipment supplied.

Equally, it is the duty of all employees to assist the business in the attainment of its Health and Safety objectives.

Envirolab expects employees to take reasonable care of their own health, safety and welfare and that of others who may be affected by their actions.

Envirolab is committed to preventing injury and ill health to employees, contractors and others affected by day-to-day operations, and strives for continual improvement, by setting annual objectives and targets for monitoring performance.

This Policy is a live document and is reviewed at Management Review meetings for effectiveness and relevance to Envirolab.

Senior Management will give full support to all those who endeavour to carry out this Policy.

This Policy will be communicated to all employees, contractors and other interested parties and will be reviewed at least annually for effectiveness and relevance to Envirolab.

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