

## Health, Safety, Environment & Community Principles

Present Group is committed to providing a healthy and safe environment that promotes and protects the physical, mental and social wellbeing of employees. As a community, we recognise that the health, safety and wellbeing of our employees and stakeholders are of prime importance and essential if we are to collectively embrace and embody our core values.

Equally, everyone at Present Group recognise that the environment cannot be taken for granted and measures must be founded to protect, conserve and sustain our natural resources.

Present Group's HSEC objectives are to:

- ✓ Apply a proactive and generative approach to organisational health and safety management.
- ✓ Promote and maintain the highest level of physical, mental and social wellbeing.
- ✓ Demonstrate leadership in the development and promotion of HSE initiatives.
- ✓ Apply a risk management approach to everything we do.
- ✓ Promote safe work practices, attitudes and behaviours.
- ✓ Comply with health, safety and environmental legislation.
- ✓ Communicate and consult with employees on HSEC matters and provide comprehensive HSEC resources.
- ✓ Train personnel to the level of skill and knowledge required to perform their work.
- ✓ Ensure injured employees are rehabilitated and returned to meaningful work.
- ✓ Conserve energy produced by non-renewable resources.
- ✓ Minimise or preferably eliminate the use of hazardous substances in our work.
- ✓ Minimise waste generation through reduction, re-use and recycling.
- ✓ Ensure the correct and safe disposal of all wastes.
- ✓ Consider environmental issues in all planning and procurement decisions.
- ✓ Empower employees to not start or stop a job where they believe conditions are unsafe.

Present Group's HSEC-specific KPIs are to:

- ✓ Incur ZERO accidents, injuries and incidents and cause ZERO harm.
- ✓ Direct our focus on lead indicators.
- ✓ Close out 80% of Corrective Action Plan items within 30 days.
- ✓ Close out 80% of Hazard Report items within 30 days.
- ✓ Close out any outstanding items within a total of sixty days.
- ✓ Risk-assess all identified hazards unless programmed for immediate rectification.

Health, safety, environment and community awareness is not solely the responsibility of Directors and Senior Management. All personnel are encouraged to take ownership of health, safety, environment and community issues for themselves and their fellow workers as befits an interdependent team.

Our ability to prevent injury and illness to people, damage to the environment, and detriment to the community is an important measure of our effectiveness. Success in this endeavour is dependent upon the active involvement of everyone working within the Present Group.



**Brian Grimmer**  
Managing Director  
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## Document Revision History

Revision No.	Date	Change By	Amendment
1.0	17/05/2014	Michael Freeburn	Origination.
2.0	27/08/2014	Michael Freeburn	Updated as reflected in the HSE handbook
3.0	12/03/2015/	Jesse Pulido	Updated Document's SharePoint properties (Content Type, Document Type and Search Keywords) and added Document Revision History section.