

## Health, Safety and Environment Policy

Powertech is committed to providing a healthy and safe work environment, and systems of work, to promote and protect employee health, safety and wellbeing.

Powertech's HSE objectives are to:

- ✓ Apply a proactive and continuous improvement approach to organisational health, safety and environmental management.
- ✓ Demonstrate leadership in the development and promotion of HSE initiatives.
- ✓ Promote the importance of mental well-being as well as physical well-being.
- ✓ 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 HSE matters.
- ✓ Train personnel to the level of skill and knowledge required to safely perform their work.
- ✓ Ensure injured employees are rehabilitated and returned to meaningful work within appropriate timeframes.
- ✓ Conserve energy produced by non-renewable resources.
- ✓ Minimise or preferably eliminate the use of hazardous chemicals in our work.
- ✓ Minimise waste generation through reduction, re-use and recycling.
- ✓ Ensure the correct and safe disposal of all wastes.
- ✓ Mitigate potential environmental issues associated with our scope of work.
- ✓ Empower employees to not start or to stop a job where they believe conditions are unsafe.

Powertech's HSE targets include:

- ✓ Zero Harm.
- ✓ Focus on lead indicators over lag indicators.
- ✓ Close out 80% of Action Plan items within 30 days.
- ✓ Close any outstanding items within a total of sixty days.
- ✓ Carbon neutral by 2025.

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 Powertech.



**Paul Carmignani**  
Managing Director  
01/12/2020