



Air Arnhem is committed to providing and maintaining a working environment that is safe and without risks to health for all employees and others who enter our work areas. This commitment includes establishing and maintaining safe systems of work that meets or exceeds legislative and/or industry standards, including the CASA requirements of the Civil Aviation Act.

The company will conduct its activities to ensure:

- *Development and documentation of effective and safe systems of work.*
- *Safe systems of work are adhered to.*
- *Effective consultation and communication on health and safety issues.*
- *Safe operation and maintenance of all plant and equipment.*
- *Safe use, handling, storage and transport of plant and substances.*
- *Adequate resources are allocated to ensure the safety of our personnel.*
- *Information, instruction, training and supervision are provided to ensure employees can perform their work safely and without risk to health.*

For their part, it is expected that employees shall make every possible effort to:

- *Protect their own and fellow worker's health and safety.*
- *Participate in, and contribute to, the establishment of and observance of safe working practices and procedures.*
- *Use the equipment provided in safe and correct manner.*
- *Obey all practical instructions as issued by their supervisors.*
- *Comply with all company published and approved health, safety and environmental policies and procedures.*
- *Report all incidents and hazards to their immediate supervisor.*
- *Stop any perceived unsafe act and eliminate any workplace hazard.*

This policy and the pursuit of our objectives is based on the conviction that as well as reducing individual suffering and loss, a resolute determination to ensure that all activities carried out in a healthy, safe and environmentally friendly manner will contribute directly to the efficiency and success of our core business. Targets are established and are continually monitored to ensure the ongoing support to company OHS objectives.

We believe that incidents can be controlled and a safe, healthy, clean and productive working environment maintained through education, training, visible management commitment can be achieved through the support of each and every individual to documented policies and procedures.

As such the company will be guided and influenced by the following principles:

- *The promotion of health, safety and environmental protection is an integral part of our business.*
- *Health, safety and environmental protection is everyone's responsibility.*
- *All accidents are preventable and accidents, incidents and hazards will be investigated with the intention of preventing recurrence.*

This policy has been developed and implemented through the workplace in consultation with employees and the organisation will consult with all stakeholders regarding any workplace change that affects health and safety. We strive for continuous improvement and as such, this policy will be reviewed, upgraded and monitored to improve standards, awareness and performance and all management and staff are expected to work co-operatively to effectively implement this policy.

(Original Signed)

Mike Ellem

Director.

30th June 2020.