



Eclipx Group Limited

Work Health and Safety Policy

Date: 19 December 2019

Version: 1.3

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ECLIPX GROUP WORK HEALTH AND SAFETY POLICY

ECLIPX GROUP LIMITED (THE COMPANY)

1. Introduction and Purpose

The Company is committed to providing, as far as reasonably practicable, a risk free environment to ensure the health, safety and welfare of all employees (including contractors), visitors and the general public.

2. Commitment to Workplace Health and Safety

In order to achieve this objective, the Company will:

- Comply with the relevant health and safety legislation, regulation and any relevant codes of practice or international standards, as far as is reasonably practicable;
- Implement a health and safety management system to support planned, orderly and effective control over health and safety issues;
- Establish measurable objectives and targets to ensure continued improvement aimed at the elimination of work-related injury and illness;
- Ensure that persons conducting a business or undertaking, officers, managers, supervisors and employees are held accountable and responsible for work health and safety performance;
- Proactively manage health and safety risks through identifying hazards, reporting near misses and carrying out risk assessments to eliminate or control those hazards;
- Provide effective consultation, communication and cooperation between persons conducting a

business or undertaking, officers; managers, supervisors and employees

- Maintain sites, facilities, equipment, plant and substances subject to our influence and control, ensuring that they are safe and without risks to health;
- Provide information, instruction, training and supervision as may be necessary to ensure our workers can safely and competently carry out their work; and
- Provide adequate information and instruction for contractors and visitors.

3. Directors and Officers Responsibility

The Company acknowledges that its Directors and Officers play a critical role in supporting and enabling safe work practices so far as is reasonably practicable, and encourage the support and contributions of the Company's managers, supervisors and employees and workers.

4. Other matters

4.1 Amendment of Policy

This Policy can only be amended with the approval of the Board.

4.2 Adoption of Policy and Board review

This Policy was adopted by the Board on the date specified in the table in paragraph 5, and takes effect from that date and replaces any previous policy in this regard.

The Board and the Audit and Risk Committee must review and reassess this

Policy at least once each calendar year. Any amendments to this Policy must be approved by the Board. The Company Secretary will communicate any amendments to employees as appropriate.

5. Document control

Version	Management Approval	Board Approval
1.0	Doc Klotz / 1 July 2015	1 July 2015
1.1	Doc Klotz / 25 July 2017	16 August 2017
1.2	Doc Klotz/ 29 October 2018	1 November 2018
1.3	Julian Russell / 12 December 2019	19 December 2019