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De Waal Advisory
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OCCUPATIONAL HEALTH AND SAFETY POLICY

At De Waal Advisory we believe safety is everyone's concern. We therefore commit to establish, implement, and continually improve a health, safety and rehabilitation system that complies with ISO45001:2018.

Our people - staff and contractors - are our most important asset; therefore we shall consider their well-being during the planning and execution of our works as the first priority. The public is given equal priority to that of our people.

Our safety objectives for all our service are to:

- Deliver an accident-free workplace.
- Ensure health and safety is considered in all planning and production activities.
- Make health and safety an integral part of every managerial and supervisory position.
- Reasonably identify and control every potential hazard in the workplace and comply with our legislative responsibilities with respect to all of our operations.
- Allocate appropriate safety responsibilities to appropriately trained workers closest to the coal face to ensure an immediate and effective response to any hazards.
- Ensure workers receive ongoing education and training with respect to safety.
- Involve workers in the safety processes through regular communication and consultation.
- Investigate all incidents to identify the possible cause and implement preventive actions to minimise the risk of recurrence.
- Ensure employees receive effective injury management and rehabilitation as required by law.
- Allocate sufficient resources to carry out the tasks under this policy.

The success of our health and safety goals is dependent on pro-active planning and delivery of our services with due consideration of reasonable OHS controls and ensuring that open and honest communication exists between management and workers.

We will establish measurable targets and monitor our progress against those targets as part of a planned and structured review regime.

All our people are required to adhere to this policy.

A. E. de Waal

Adré de Waal
Principal