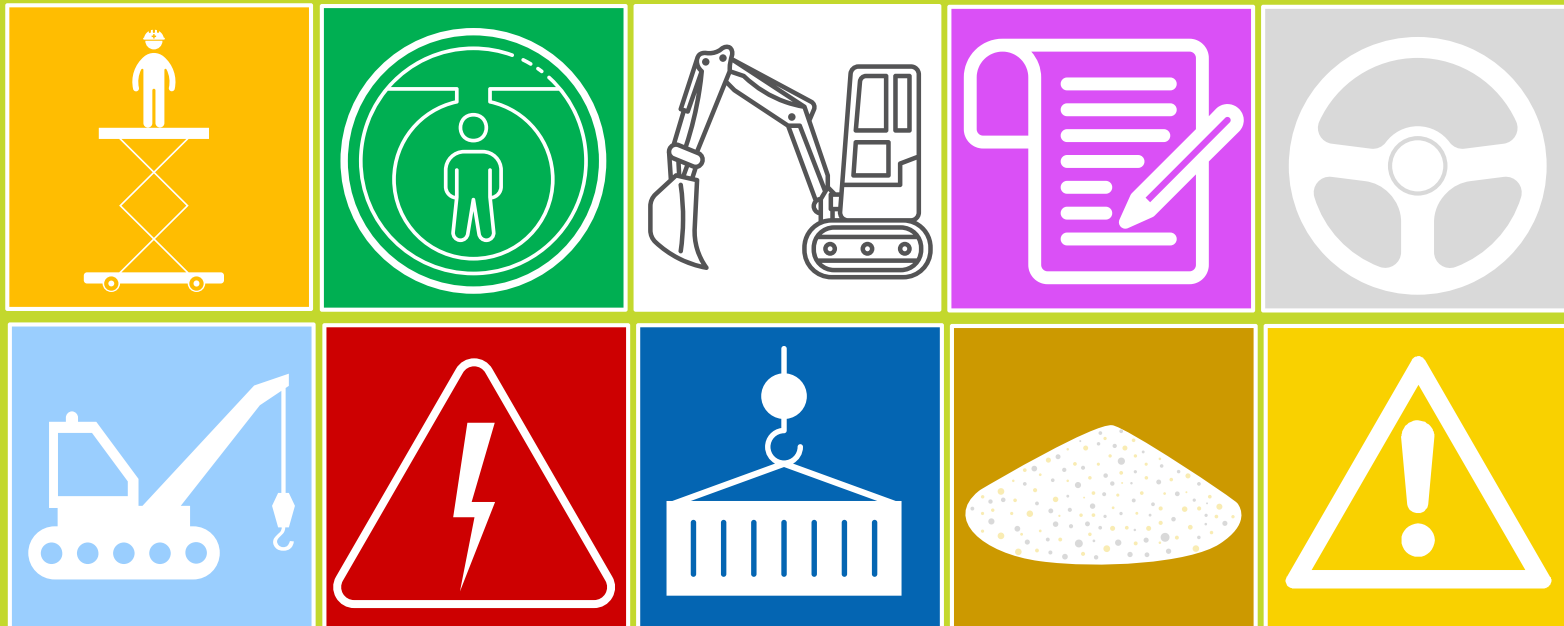


GOLDEN SAFETY RULES

Ten golden rules for ensuring safety in our workplace





Newlands

Golden Safety Rules

One of our core values at Newlands is the health and safety of all employees and sub-contractors and we are committed to ensuring everyone goes home safe and healthy every day.

Safety starts with you. Never walk past unsafe acts or conditions. It is everyone's responsibility to look out for each other and strive to keep each other safe.

You have the power and the obligation to stop work if it is unsafe.

The Newlands Golden Rules of Safety have been developed to help us achieve this.

The Golden Safety Rules are 10 activities that have the potential to cause us the greatest harm and are specific to the work we do.

The Golden Safety Rules must be always followed and are a condition of employment. The rules apply to everyone including - Employees, Sub-contractors, Suppliers, Clients and Visitors. A breach or non-compliance of the Golden Safety Rules will result in disciplinary action.

Underpinning the Golden Safety Rules are some basic fundamentals:

- Everyone must present themselves fit for work and not affected by drugs, alcohol, fatigue, or injury.
- Everyone involved with high-risk construction activities must comply with the relevant SWMS for the activity being completed at the site at which you are working.
- Everyone must comply with the Newlands Permit System and understand whether a Permit to Work is required before commencing the task. If in doubt, ask your supervisor.
- You and your work mates must be trained and competent for the activity you are undertaking and have the relevant license or competency to undertake the task safely.
- You must ensure that the risks associated with the task being performed have been assessed.
- Everyone has the right plant, tools and equipment and they are in good working order.
- Plant, tools and equipment must be used according to the operator's manual.
- Personal Protective Equipment (PPE) is the last line of defense to prevent injury. All workers and site visitors must comply with the mandatory PPE requirements at each site.
- Everyone needs to know what to do in an emergency.
- If the task or circumstances in which you are working changes stop what you are doing and re-assess the risks.

As you work through these Golden Safety Rules, if the answer is “No” then you should stop work immediately.

I ask that you help embed the Golden Safety Rules throughout the business and every project we work on so that we can all go home safely.



Barry O'Sullivan
Managing Director



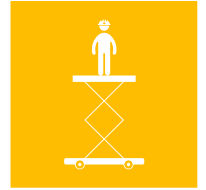
John Ryan
General Manager, Operations



Tim Miles
General Manager, Corporate Services

RULE 1

Work at Heights Golden Rule



Never work at any height where there is a risk of injury from falling, or in any situation above 2 metres, unless you have fall prevention or protection measures in place.

Working at heights at 2 metres or above require a permit.

Appropriate exclusion zones must be installed to protect workers below.

Ensure platforms, scaffolds and other temporary structures are only constructed by competent and authorised persons.

RULE 2



Confined Space Entry Golden Rule

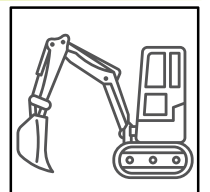
Only work in a confined space if all other ways of performing the task have been ruled out and you are qualified and competent to do so.

Do not enter a confined space without understanding and following your site's confined space SWMS.

Understand and work strictly in accordance with the site's confined space SWMS.

RULE 3

Excavation & Trenching Golden Rule



Work in excavations greater than 1.5 metres or in unstable soil must be benched, battered, shored before entering and barricade and sign open trenches or have a current geo-technical certificate prior to anyone entering the trench.

Excavations greater than 300mm require raising of a permit and includes any penetration of ground surface.



Incident Reporting

Golden Rule

All injuries, incidents, hazards and near misses must be reported and appropriate corrective actions completed in the Newlands Safety Management system.

5
RULE

Driving

Golden Rule



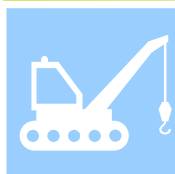
Drivers must be fit for work and unaffected by fatigue, drugs or alcohol and comply with the company's Vehicle Policy.

You must be licenced for the class of vehicle and comply with all road rules.
The suitability and safety of the vehicle must be assessed prior to any journey being undertaken.

Loads must be secured and not exceed manufacturer's design specifications or legal limits for the vehicle.

Seatbelts must be installed and worn by all occupants and the number of passengers must not exceed the specifications for the vehicle.

The prescribed journey management plan must be followed when applicable.

6
RULE

Operating Mobile Plant

Golden Rule

All workers shall hold the relevant qualification, licence or competency for the equipment being operated.

Always keep clear of moving plant and do not enter the operating zone without a positive signal from the operator.

Always advise others working nearby before you start operating mobile plant and stop your machine and signal others when it is safe for them to pass.

RULE 7

Electrical Exclusion Zones



Golden Rule

Work planning shall be undertaken to consider isolation of services prior to work commencing.

Suitable exclusion zones must be established to prevent unauthorised access to the area in accordance with the site-specific SWMS.

A trained electrical safety observer must be in place for all work within an electrical exclusion zone.

Rota-markers are the preferred device for identifying overhead electrical lines in the work commencing zone and must be installed by the asset owner. Flagging may be used with project manager approval.

Underground services must be identified prior to work commencing. A combination of non-destructive excavation methods, Before You Dig Australia (BYDA) plans and visual walk through of the area will be undertaken.

RULE 8



Lifting Operations

Golden Rule

If you are performing lifting operations, you must have the relevant training and competency and ensure you are following the site-specific SWMS.

Only lifting equipment with a current inspection test may be used. All lifting equipment must be registered and available onsite.

Suitable exclusion zones must be established to prevent unauthorised access to the area in accordance with the site-specific SWMS.

Maintain the minimum safe distances from powerlines.

RULE 9

Respiratory Risk

Golden Rule



Work involving exposure to hazardous materials that have the potential to cause respiratory disease must comply with the applicable site-specific SWMS and the applicable Newlands Safety Procedures. Hazardous materials include, but are not limited to Asbestos and Silica.

Workers required to wear respiratory protective equipment for Silica activities must record details of the activity.



Chemical & Hazardous Substances

Golden Rule

All hazardous substances brought onto site must be recorded in a hazardous substance register.

Make sure you know how to handle, store and dispose of any chemicals or hazardous substances you are working with. Always obtain, read, understand and follow the instructions on the Material Safety Data Sheet for the hazardous substance that you will be handling. Never handle or use chemicals or hazardous substances if you have not been trained and authorised in their use, handling, storage and disposal.

Personal Safety Commitment

I (Print Name) _____,

commit to implementing the Newlands Golden Safety Rules into everything I do on a daily basis to ensure that my mates and I get to go home healthy and safely every night.

If at any point I feel that I may not meet one of the Golden Safety Rules or I don't feel safe with the task at hand, I will stop work immediately and discuss the situation with my direct supervisor and resolve the issue before work re-starts.

If I feel that the issue has not been resolved appropriately, I will contact one of the Senior Managers to discuss and further resolve the issue if required.

I won't be pressured into working outside the Golden Safety Rules by anyone including team-mates, my direct supervisor, other managers and senior management.

I also understand that if I choose to work outside these rules, I am putting myself and mates in harms way and I will face disciplinary action that may result in the termination of my employment.

Signed: _____

Dated: _____

