

HEALTH, SAFETY & ENVIRONMENT POLICY

PAN PROCESS is a specialist electro-technology business providing modern solutions based technical services incorporating innovative and fully integrated electrical, automation, control, instrumentation and communications products and services throughout Australia and the Asia-Pacific region.

PAN PROCESS management is committed to a culture where hurt, harm or damage to people, property or the environment is not acceptable and the removal or management of risks to Health and Safety or impacts on the Environment is paramount to our success. In order to deliver on this commitment and deliver exceptional Health, Safety and Environmental outcomes the company will:

- Demonstrate leadership and commitment through all managers and supervisors;
- Create a healthy, safe and environmentally focussed culture at all levels of the company through initial and ongoing education and training whereby all staff, employees and contractors understand and accept their responsibilities to health and safety;
- Provide and maintain a healthy and safe environment including working conditions, practices, procedures and systems of work for all employees and any other persons who come into contact with the company;
- Ensure that the company HSE management system and associated procedures are consistent with the requirements set out in AS/NZS 4801 and AS/NZS 14001, are utilised to set specific minimum standards for health and safety and meet the needs of our people and our customers;
- Ensure that all practicable steps are taken to eliminate health and safety incidents through the identification of hazards, risk assessment, implementation of control measures and ongoing monitoring and review of work practices and procedures for effectiveness or opportunities to improve;
- As a minimum, comply with any applicable Occupational Health, Safety and Environmental legislation, Electrical Safety Act and regulations and any relevant statutory requirements;
- Through the implementation of HSE objectives, plans and reviewing performance measures against set targets, continually strive for improvement in our health and safety management and performance;
- Ensure all incidents are reported, recorded and root causes identified by developing a no blame organisational approach where learning and prevention of reoccurrence is the outcome from any incident;
- Involve our people in the management of Health Safety and the Environment through consultation, contributing to the identification, assessment and control of workplace hazards and reviewing safety performance; and
- Allocate the necessary resources to meet the commitments of this Policy.

By signing this statement we confirm our commitment to this Health, Safety and Environmental Policy.

A blue ink signature of Dave Edwards, consisting of several loops and a long horizontal stroke.

Dave Edwards
Managing Director

5 July 2012

A blue ink signature of Dave Lunn, featuring a large, stylized 'D' and 'L' followed by a horizontal line.

Dave Lunn
Director

5 July 2012