



HEALTH & SAFETY POLICY

AJ LUCAS GROUP LIMITED (Lucas) is committed to providing a work environment where the risk of injury or disease is as low as reasonably practicable. Lucas will achieve this by:

- Compliance with relevant legislation and standards;
- Implementation of a Health and Safety Management System and programs necessary to support the achievement of the objectives of this policy; and
- Maintaining an environment where workers are empowered to make decisions regarding safety of themselves and of people around them, including the authority not to start a job if it is not safe to do so.

All personnel at a Lucas facility or engaged by Lucas must comply with the requirements set out in the Integrated Management System at all times.

Lucas recognises its responsibility to implement, maintain and educate people in the requirements of the system. Lucas is aligned with the following Health and Safety principles:

- Accountability for safe performance exists at all levels;
- Effective leadership and management commitment;
- Compliance with legislative and other requirements;
- Measurable targets and objectives;
- Consultation with and engagement of the workforce;
- Resourcing aligned with desired outcomes;
- Continual improvement processes that position Lucas in line with industry best practice;
- Consideration for the health and well-being of all people in the workplace;
- Working environment is designed and managed to minimise risk;
- Plant is maintained fit for purpose at all times; and
- Contractors and suppliers are aligned with Lucas values and principles.

This document is subject to periodic review and change. Every effort will be made to inform employees of any amendments to the Health and Safety Policy; however it is the employees' responsibility to keep up to date with any updates or additions to this Policy.

A handwritten signature in black ink, appearing to read "Phil Arnall".

Phil Arnall
Chairman

AJ LUCAS GROUP LIMITED

Date of issue: April 2017