

OCCUPATIONAL HEALTH AND SAFETY POLICY

Novel Group Pty Ltd holds the safety, health and well-being of its employees, contractors, visitors and the community as one of its core values.

It is the Company's primary concern to promote the highest standards of safety and the elimination of injury, loss or damage by:

- Complying with the requirements of all Acts, Regulations, Codes of Practice and other statutory provisions governing Occupational Health Safety;
- Maintaining an integrated management system to fulfil statutory obligations and meet the requirements of AS/NZS 4801:2001 and also incorporate the pertinent elements of AS 4360:2004;
- Ensuring that Health Safety Environment and Community considerations are integrated into all activities of the business;
- Having every Employee accept safety as an individual responsibility and understand their personal duty to maintain high safety standards in his/her work practices;
- Recognising responsibilities for all Employees in accordance with other relevant supporting policies and procedures;
- Providing appropriate information, instruction, training and supervision as an integral part of the Company's Occupational Health Safety Environment and Community program to ensure that this policy and other relevant information is communicated to and understood by all Employees;
- Recognising the Company's duty of care to all Employees, Subcontractors and visitors to the workplace;
- Using a genuine consultative process between management and Employees to implement and maintain an Occupational Health, Safety, Environment and Community program of continuous improvement;
- Being committed to effective rehabilitation in accordance with the Workers Rehabilitation & Compensation Act: 1986, to assist work related injured Employees with an early return to work and to achieve the best practicable levels of physical and mental recovery.

The Occupational Health and Safety Policy will be reviewed and updated to ensure that it remains appropriate and relevant to Novel Group's Occupational Health and Safety obligations and responsibilities.

Signed



Andrew Story
Director

Date: 15/12/2012