



SKELTON & PLUMMER HOLDINGS

HEALTH & SAFETY POLICY

Protecting the health and safety of our people is our primary objective while conducting our business activities.

We believe that:

- All accidents are preventable.
- Every job can be done with zero harm.
- Line management is responsible for their workers in the work environment.
- Everyone has a duty to ensure and encourage Health and Safety in the workplace.

It is our Company's policy to:

- Create and maintain a healthy and safe work environment for our employees.
- Actively encourage and sustain a sound health and safety culture through management by example.
- Meet or exceed the applicable legal health and safety regulations and requirements.
- Select contractors who's own health, safety and business policies which are in line with our own.
- Implement an effective Safety Management system to ensure the goals of this policy are achievable.
- Communicate safe working practices, procedures and standards to our employees.
- Provide appropriate resources to enable the work to be completed without risk to the employees or the project.
- Delegate tasks to employees who are competent or experienced to fulfill that role without risk.
- Provide competency and health and safety training opportunities for our employees.
- Inform our employees of identified hazards, consequences and control measures in the work environment.
- Strive for continual improvement by regularly reviewing our systems and standards.

We are committed to:

- Protecting the health and safety of our employees.
- Protecting the health and safety of those who may be affected by our business activities.
- Upholding the OHS Act 85 of 1993 and the Mine Health and Safety Act 29 of 1996.

A handwritten signature in black ink, appearing to read 'A. W. Michel', written over a horizontal line.

A. W. Michel
Managing Director

March 2008