

HEALTH AND SAFETY POLICY

POLICY STATEMENT

Abano Healthcare Group Limited (Abano) is committed to the creation of a healthy and safe working environment for employees, contractors, customers, and members of the public that may be affected by Abano's activities.

Appropriate resources will be allocated to ensure that all health and safety related legislative requirements are complied with and the best available health and safety management systems are established, maintained and regularly reviewed for continuous improvement.

In particular, Abano will:

1. Ensure effective health and safety governance processes are in place to maintain oversight of health and safety.
2. Implement our health and safety management system.
3. Manage hazards and associated risks in our workplace so as to prevent harm.
4. Provide information, training and supervision to employees and contractors so that they are competent to perform their jobs safely.
5. Integrate health and safety into our day-to-day practices.
6. Ensure incidents are accurately and timely reported and investigated to prevent reoccurrence.
7. Consult and engage with our workforce in health and safety matters.
8. Work with our contractors and suppliers to ensure the safety of our wider workforce and customers.
9. Seek assurance that our processes are effectively implemented and that our safety culture is continuously improved.

POLICY OVERVIEW

This Policy should be read in conjunction with the Abano Board Health and Safety Charter and complements other Abano governance policies including the Earthquake Policy.

The Policy applies to all Abano employees, contractors, customers, and members of the public that may be affected by Abano's activities.

COMPLIANCE AND MONITORING

Health and Safety will be a formal agenda item at all Board meetings. Health and safety information will be prepared for each meeting and distributed in advance via Board information packs. Details on information to be included in the Board packs is detailed in the Health and Safety Charter.

Every twelve months the Board will review the Policy and strategy, as well as conduct a rigorous assessment of health and safety performance.

Health and safety targets are included in the Company's strategic plan and regularly reviewed and monitored as part of that plan.

RESPONSIBILITIES

Health and Safety shall be governed at a "Whole of Board" level.

In conjunction with the Chief Executive Officer, the Board will develop, approve and publish a Health and Safety Policy that outlines the Company's commitment to health and safety. It will be signed by both the Board Chair and Chief Executive Officer, and will be reviewed annually.

The Chief Executive Officer is responsible for the deployment of the Health and Safety Policy and strategy, via a health and safety management system.

REVIEW AND APPROVAL

Reviewed and Approved	By the Board	October 2017
Next Review Date		October 2018