

Health & Safety Policy

Anvara Pty Ltd (Anvara) is committed to ensuring the health and safety of our workers ("employees, contractors and visitors ") in our workplaces by ensuring a safe and healthy environment exists at all times.

Health and safety is an individual and shared responsibility, and workers have a duty of care to themselves and others. This includes the responsibility to work safely, to take reasonable care for their own health and safety, and to consider the health and safety of other people who may be affected by their actions.

The following responsibilities are essential to the success of this Policy.

Anvara management is responsible to:

- eliminate hazards and reduce OH&S risks to our workers
- integrate health and safety into the workplace;
- promote communication about health and safety as a normal component of all aspects of work;
- ensure adequate resources are made available to ensure Anvara is successful in achieving our goal of Zero Harm;
- take effective and reasonable action to provide and maintain a safe and healthy workplace;
- comply with all applicable health and safety legislation, regulations and Australian and International Standards that apply to our work; and
- strive for best practice in health and safety through maintaining a positive safety culture that encourages active participation, consultation and cooperation of all employees and promotes and develops measures to continuously improve health and safety in our workplaces.

Anvara workers shall share the responsibility to:

- work in a safe and healthy manner;
- encourage others to work in a safe and healthy manner;
- co-operate with management in supporting and promoting health and safety in the work place; and
- report and attempt to rectify unsafe acts and conditions that become apparent.

To meet these objectives, Anvara is committed to implementing and maintaining a Health and Safety Management System based on the requirements of the International Standard ISO 45001.

This Policy and associated documentation will be reviewed at least annually with the aim of ensuring best practice approaches to health and safety are implemented.

Anvara reserves the right to amend this Policy as required.