

# Occupational Health and Safety Policy

## 1

### General Policy

The occupational health and safety of all persons employed within the organisation and those visiting the organisation's sites and/or facilities, including retail customers, hotel guests and tenants is considered to be of the utmost importance. Resources in line with the importance attached to occupational health and safety will be made available to comply with all relevant Acts and Regulations and to ensure that the workplace is safe and without risk to health.

**The GPT Group is therefore committed to:**

- The undertaking of risk management activities to adequately control risks to persons in the work environment
- Compliance with all relevant legislation and standards
- Ensuring plant, equipment and substances are safe and without risk to health when properly used
- Providing, monitoring and maintaining safe systems of work for the use, handling, storage and transportation of plant, equipment and substances
- Providing adequate facilities to protect the health, safety and welfare of all employees
- Providing appropriate OHS training for all employees
- Providing information and a standard of management to ensure visitors to a site/facility are able to do so in a safe and healthy manner
- Consulting with all employees and contractors to enhance the effectiveness of the OHS Management System, and
- Providing adequate resources, including finances, to facilitate the fulfilment of our OHS responsibilities.

The GPT Group's Senior Management have ultimate responsibility for the implementation and review of the OHS policy and delegation of OHS management responsibilities. In fulfilling the objectives of this policy, management is committed to regular consultation with employees to ensure that the policy operates effectively and that health and safety issues are regularly reviewed.

In this regard, site/facility Managers are responsible and accountable for day-to-day OHS within their site/facility and have the authority to fulfil those responsibilities. The GPT Group's Risk Management Team is available to consult and advise regarding specific OHS matters to assist with the development and implementation of OHS system procedures and programs.

## 2

### Specific Responsibilities

a) **Business Managers**

Each manager is required to ensure that this policy and the OHS Program is developed and effectively implemented in their areas of control, and to support supervisors and line managers in being accountable for their specific responsibilities

b) **Site/Facility Managers**

Each Supervisor/Line Manager is responsible, and will be held accountable, for taking all practicable measures to ensure:

- that in the area of their control, the OHS Program is complied with and employees are supervised and trained to meet the requirements under this Program;
- that employees are consulted on issues which affect their health and safety and any concerns they may have are referred to management

c) **Employees**

All employees are required to co-operate with the OHS Policy and Programs to ensure their own health and safety and the health and safety of others in the workplace.

d) **Contractors and Sub-Contractors**

All contractors and sub-contractors engaged to perform work on the organisation's premises or locations are required, as part of their contract, to comply with the occupational health and safety policies, procedures and programs of the organisation and to observe directions on health and safety from designated officers of the organisation. Failure to comply or observe a direction will be considered a breach of the contract and sufficient grounds for termination of the contract.

## 3

### Occupational Health and Safety Program

In order to implement the general provisions of this policy, a program of activities and procedures has been set up, will be continually updated and effectively carried out. The program will relate to all aspects of occupational health and safety including:

- OHS training and education
- Work design, workplace design and standard work methods
- Changes to work methods and practice, including those associated with technological change
- Emergency procedures and drills
- Provision of OHS equipment, services and facilities
- Workplace inspections and evaluations
- Reporting and recording of incidents, accidents, injuries and illnesses
- Provision of information to employees, contractors and sub contractors.

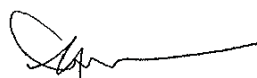
## 4

### Review

Key Performance Indicators (KPI's) will be identified and targets set to monitor and improve overall OHS performance. These KPI's will be reported to meetings of the Board of Directors. The KPI's will be reviewed annually to review OHS performance and evaluate the effectiveness of the overall OHS Management System.

This policy will be regularly reviewed in light of legislation and organisational changes, or as a minimum, every two years.

MANAGEMENT APPROVAL



Michael Cameron  
CEO and Managing Director



Nick Panangopolous  
Chief Risk Officer

Custodian: GPT Group Risk Manager

Initial implementation: May 2007

Reviewed: June 2009

Next Review: June 2011