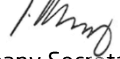


Health, Safety, Environment & Quality Policy

VERSION 2

Calibre Group Limited
ABN 44 100 255 623

DATE	AUTHOR	APPROVED BY
30-06-16	D Clark	 P Massey, Company Secretary



Health, Safety, Environment & Quality Policy



At Calibre, we are passionate about fulfilling social, cultural, and environmental responsibilities in a way that delivers enduring value for all stakeholders.

We seek to:

- Comply with applicable legal and other compliance requirements
- Continually improve operations to enhance HSEQ performance
- Control WHS risks using the legislated hierarchy of control
- Prevent, minimise and mitigate any harmful effects of the Group's operations on the health and wellbeing of people, the environment and the community
- Protect the environment including prevention of pollution.

We actively encourage initiatives which have a positive impact on all our stakeholders. We believe this approach is the key to building a sustainable future for our company and the people that support us.

HEALTH AND SAFETY

Creating a culture that insists that all accidents are preventable and that exceptional safety performance is the keystone of any successful project is the essence of Calibre's Workplace Health and Safety Zero Harm philosophy.

The basis of our approach to ensure outstanding safety and health performance is built on:

- Appropriate selection of sub-contractors
- Commitment to world-class safety management
- Constant assessment, evaluation and improvement
- Continuous education
- Development and implementation of project specific safety management plans
- Health and wellbeing awareness
- Involvement of workers and, where they exist, workers' representatives in WHS decision making processes
- Positive safe work culture and healthy working environment
- Reward for safety initiatives
- Safety in design
- Systems of work and training to ensure people hold the requisite level of knowledge to undertake their duties safely.

Calibre is proud of its outstanding record of safety in the workplace - a record that could not have been achieved without a workforce that believes and practices its own safety values.

ENVIRONMENT

Calibre ensures that our approach to service delivery and any resultant products give consideration to minimising environmental impact across the life of operation.

Calibre is committed to environmental best practice across the company's operations and has an outstanding track record of environmental performance on all projects.

Our HSEQ Management System provides a framework for managing environmental responsibilities so they are efficient and integrated into overall business operations.

QUALITY

Calibre is committed to delivering value to our stakeholders through the application of quality principles whilst complying with applicable legislation, regulation, codes and consideration of industry best practice.

Calibre's HSEQ Management System provides the necessary guidance for our teams to successfully and consistently deliver outcomes which fulfil client requirements.

Embedded within the system is the ideology of continuous improvement enabling Calibre to actively strengthen value creation both during and as a result of following optimal processes.