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## **SAFETY POLICY**

It is CDE Capital's policy that each of its employees shall be provided with a safe and healthy place in which to work, and that our practices will not compromise the health or safety of others present at the workplace, for example; contractors, visitors or other non-employees.

To achieve this policy, all levels of management will make every practical effort in the areas of hazard identification, risk assessment and control, as well as health preservation and promotion. These aspects of working conditions will be given top priority in company plans, procedures, programs and job instructions.

In conjunction with this policy, a series of programs, procedures and rules on specific individual Health and Safety matters will be prepared and issued by an authorized Occupational Health and Safety Coordinator.

Health and safety at work is both an individual and shared responsibility of *all* employees. The following areas of responsibility are essential to the success of the policy:

### **Senior Management**

Senior Management will actively pursue the goals set out in this policy through the following approaches:

- Devising and administering a comprehensive OHS Risk Management Program
- Holding regular Senior Staff and Supervisors' meetings to discuss Health and Safety performances
- Taking effective action to provide and maintain safe and healthy working conditions for all employees and others affected by the undertaking.

### **Supervisors**

Supervisors will be held accountable for their own safety and that of their control and for the extent of information, instruction, training and supervision given on safety and health matters to employees. They are to provide the initiative and follow-up action to maintain this policy within their own sectors.

### **Employees**

Employees share responsibility for their own safety and that of their co-workers and others affected by work practices. The success of a safety and health program ultimately rests on the willingness of everyone to co-operate and work collectively with a "team spirit".

The Workplace Health and Safety Committee/Health and Safety Representative shall be supported by Management and Employees.

Reducing work-related injury and disease is the goal of CDE Capital.

Robert Rusca  
Managing Director  
CDE Capital

Date: 4<sup>th</sup> September 2006