



HEALTH, SAFETY & ENVIRONMENT POLICY

Gemini Homes Pty Ltd is committed to maintaining a safe and healthy work environment where people are protected from injury or illness, assets are not at risk, and a sustainable balance is achieved between economic development and the protection of the natural environment.

Gemini Homes Pty Ltd has developed an effective Health, Safety and Environment Management Plan (HSEMP) with clearly defined and measurable objectives, based on the following:

- QLD Workplace Health and Safety Act (1995) and Regulation (2008).
- Relevant QLD Workplace Health and Safety Act Codes of Practice.
- AS / NZS 4804:2001 – Occupational Health and Safety Management Systems – General Guidelines on Principles, Systems and Supporting Techniques.

In working towards reducing the number and severity of workplace incidents across our work sites, Gemini Homes Pty Ltd will:

- Comply with, or exceed, regulatory requirements.
- Establish and maintain open communication between management and employees.
- Provide sound leadership and set clear accountabilities at all levels to effectively communicate accountabilities and HSE expectations.
- Provide adequate resources, support and training so that people can carry out their duties safely and efficiently.
- Consult with and actively involve all relevant persons to maximise effectiveness of policies, procedures and work practices.
- Establish forums to keep personnel informed and provide for open communication.
- Identify the direct causes of all incidents and take necessary steps to prevent a recurrence.
- Maintain an effective occupational rehabilitation program.
- Minimise waste generation and dispose of waste responsibly.
- Routinely measure, review and audit the adequacy of systems and procedures.

The HSEMP will be reviewed periodically to ensure they remain adequate, encourage best practice, and drive HSE planning, implementation, review and continuous improvement processes.



... IT'S GREAT TO BE HOME

A handwritten signature in black ink, appearing to read "Graham Stritzke".

Graham Stritzke

Managing Director

October, 2009