



HEALTH AND SAFETY POLICY STATEMENT

Sunstate Cement Ltd. cares about the health and safety of its people and is committed to providing a safe and healthy work environment for our employees, contractors, and visitors.

Safety management is a key business activity and we aim to achieve zero harm through individual and collective safety ownership. No task is so important that a person's health and safety may be put at risk.

No injury should be viewed as unavoidable or acceptable.

We will fulfil this responsibility through the implementation of comprehensive health and safety systems involving consultation and continuous improvement. The implementation and effectiveness of this policy depends on all employees meeting their health and safety obligations to themselves and each other.

W Abbott (Bill)

Chief Executive Officer

24 July 2012



Safety Goals

Sunstate Cement Ltd.'s key safety goals are to:

- Achieve zero injuries to employees, contractors and visitors whether at work, or at home;
- Prevent damage to the health and wellbeing of our employees, contractors, and visitors due to work related impacts; and
- Comply with the letter and spirit of safety law.

Safety Objectives

We will comply with our Health and Safety Policy and meet our safety goals by implementing the following objectives:

- Continuously improving our health, and safety systems through collective safety ownership, and by utilising effective consultation, and communication combined with effective risk management methodologies;
- Monitoring our safety compliance, through regular audits, safety interactions, and inspections;
- Having an active Health and Safety Committee and encouraging employee involvement in safety management and improvement programs;
- Providing adequate information, instruction, training, and supervision to enable every employee to perform his or her duties effectively and safely;
- Providing injury management, rehabilitation programmes, and encouraging and assisting employees to maintain good personal health and safety practices at work and off the job;



- Maintaining a positive safety culture through encouraging active participation, consultation and cooperation of management, supervisors, coordinators, all other employees, contractors, and visitors to improve health and safety at work and at home;
- Holding an annual Safety Day to provide a focus for all employees and contractors, inclusive of a forum where everyone can learn and contribute to improved safety and health outcomes at Sunstate and in their personal lives; and
- Actively responding to, and investigating all incidents with a view to identify all causal factors to prevent any likelihood of reoccurrence.

Safety Obligations

All employees, contractors, and visitors of Sunstate Cement Ltd. have obligations and responsibilities for health and safety. The Company's Health and Safety Policy and programs will only be successful if all employees, at all levels, are committed to them and actively participate in their implementation. Safety obligations require that:

Employees. All employees must obey company instructions for health and safety, including the use of authorised procedures and personal protective equipment.

Employees are not expected to conduct work which they reasonably consider to be unsafe.

Employees must not interfere with or misuse safety equipment, deliberately endanger the workplace safety of any person, or deliberately injure themselves.

Employees are personally responsible for maintaining their individual health and wellbeing to a standard commensurate with the physical requirements of their jobs.

Employees are expected to actively participate in the ongoing monitoring and improvement of the Sunstate health and safety management systems.



Contractors and visitors. Contractors and visitors must fully comply with the Sunstate Health and Safety Policy, systems and processes, including following any instructions given by Sunstate management and staff that pertain to health and safety behaviours and requirements.

Managers & Supervisors. Managers and Supervisors are obliged to minimise the risk of injury or illness in the work place, ensure safe access for all people, and to ensure that plant and materials provided for work are safe when properly used.