

2nd May 2016

OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT

Novus Sealing Pty Ltd is a leading manufacturer of gasket seals, packings, gaskets, sheet jointing, cam profile, metal clad gasket, jointing materials, spiral wound, PTFE components, other "main stream" sealing products, and safety products.

Novus Sealing Pty Ltd manufactures and trades a variety of high quality products designed for fluid sealing applications in the industrial and manufacturing sectors. Our company ethos is to provide honesty, reliability and a high level of service and dependability through all aspects of our business, adding value to our products and ensuring we sustain a competitive edge.

Occupational Health and Safety Management Systems

We will address Health Safety at our workplace through an Occupational Health and Safety Management System (OHSMS) that meets the requirements of the international standard AS/NZS ISO 4801.

Purpose and Objectives

This policy demonstrates Novus Sealing's commitment to provide a safe and healthy environment for work in accordance with the Occupational Health and Safety Act (1984 WA) and Occupational Health and Safety Act (2004 VIC). Our primary goal is to improve health and safety and to prevent workplace injuries, disease and illness at Novus Sealing Pty Ltd.

Our commitment

Novus Sealing takes pride in upholding world-class standard of health and safety policy throughout its operating facilities, and activities. It strives to integrate health and safety policy into all aspects of its activities.

This is achieved by:

- ▷ implementing and maintaining a framework that promotes the systematic management of health and safety throughout all Novus sites and workplaces;
- ▷ complying with industry standard, OHS legislation, and other requirements that relate to OH&S hazards
- ▷ we have set measurable objectives and targets, and are committed to the continual monitoring of these to identify opportunities for continual improvement through the implementation of risk management systems that identify, assess, monitor, and control workplace hazards;
- ▷ committed to providing employees, contractors and visitors with a healthy, and safe environment;
- ▷ provide appropriate information, training, and supervision is given;
- ▷ promoting a proactive health and safety management philosophy based on effective communication and consultation the systematic identification, assessment and control of hazards and the encouragement of innovation; and
- ▷ communicate this Policy to employees and the public.

As well, each employee has the responsibility to:

- ▷ follow all safe work practices, procedures, instructions and government rules and regulation;
- ▷ work in a manner, which ensures the health and safety of him or her and others;
- ▷ encourage other workers to work in a healthy and safe manner;
- ▷ participate in training; and
- ▷ report or rectify any unsafe conditions that come to their attention.

This policy is subject to regular review for compatibility with the business objectives and targets of the organisation's activities, and identification of improvement opportunities. This policy applies to all employees, contractors, suppliers, and visitors engaged in activities within Novus Sealing Pty Ltd.



Danny Flynn
General Manager

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This statement will remain active for a period of twenty four months from issue date or whichever elapses first where it must be reviewed against controlled electronic version.