

## HSE Consultation Policy

Vibropile recognises that worker participation is critical in ensuring a safe workplace, through improved hazard identification, risk assessment and implementation of agreed control measures and will also create a positive safety and environmentally friendly culture which will result in reduced incidences and injury. Due to the high risk nature of construction piling projects, it is critical for the management of safety and workplace environment to have an effective process for communicating information.

Vibropile will communicate with employees regarding Safety and Environmental issues through:

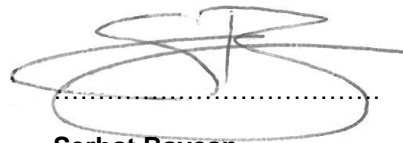
- Weekly toolbox meetings (piling operations)
- Safety alerts and updates
- Regular newsletters and company updates
- Notice boards

Safety & Environmental Committees are established in each state and will have the following responsibilities:

- To ensure full compliance with all current legislation including the OH&S Act and Regulations.
- To act as an advisory body to management, making recommendations wherever possible.
- To give the opportunity to consult and be representative of all personnel.
- Assisting in education of the workforce in Safety and Environmental matters
- To attain and maintain a high level of safety and environmental awareness of all personnel.
- Reviewing incidences, injury management statistics and recommending appropriate corrective action to management.
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- Participating in incident investigation according to the work area in which the incident occurred.
- Participating in the HSE inspections of workplaces as part of monitoring SQE management system.
- Ensuring effective application of corrective actions for identified non conformance.
- Participating and supporting the risk assessment process with management and assisting in the development of work procedures and SWMS.
- Setting an example to other employees by working to Vibropile's established safe work practices.
- Be consulted regarding safety and environmental matters.

Vibropile will convene Safety and Environmental Committee meetings on a quarterly basis where practical. Safety and Environmental Committee Meeting Minutes will be recorded and accessible to our workforce. Matters listed as requiring attention will be promptly forwarded to the responsible person for action. Where necessary the SQE Manager will assist Safety and Environmental Committee members in following up the completion of actioned items.

Signed:



Date: 15/4/11

**Serhat Baycan**  
Managing Director