

## SUBCONTRACTOR POLICY

APH Contractors Pty Ltd requires its engaged Subcontractors to meet the following minimum requirements:

- Observance of APH Contractors' Occupational Health and Safety Policy and Management Plan and all relevant safety and health procedures and systems to ensure that the control of and/or elimination of incidents that have a potential to cause damage, loss or injury are prevented.
- Observance and compliance with APH Contractors' Environmental Policy and Management Plan and all relevant environmental procedures, field instructions and systems to ensure the prevention, control and elimination of environmental incidents and hazards.
- Ensure that Supervision at all levels have received appropriate training, inductions and are suitably qualified to carry out specific appointed tasks.
- Ensure that appropriate and adequate equipment and protective gear is available at all times to allow the work to be undertaken to be completed without undue risk to employees, plant, equipment, general public and the environment.
- Establish a suitable system of reporting, recording, investigation and analysis of incidents.
- Ensure that employees and supervision at all levels are suitably qualified and possess the necessary skills and qualification/accreditations to perform the work required of them.
- Compliance with all relevant statutory acts and regulations and ensure they are observed at all times.
- Acknowledge the requirements and delegation of duties as directed by APH's Project Manager and Site Supervisor at all times.
- Effective risk assessment and controls in the form of SWMS are completed and submitted prior to commencement of construction activity on site.
- Complete work activity with a Duty of Care to all site personnel.

A handwritten signature in black ink, appearing to read 'Frank Kenny', is positioned above the printed name and title.

Frank Kenny  
**Managing Director**

**01/07/2018**