



Work Health and Safety (WHS) Management System Policy

1. Purpose

1.1 The purpose of this system is to establish and maintain effective management of WHS. It is designed to provide compliance with WHS legislative requirements and promote excellence in work health and safety management through a process of continued improvement.

2. Commencement of Policy

2.1 This Policy will commence from 01/03/2017. It replaces all other WHS management system policies of Jands (whether written or not).

2.2 This Policy will be reviewed by the authorised party (Human Resources), 24 months following the commencement date stated in Clause 2.1.

3. Objectives

3.1 The Jands Group has implemented a structured safety management system to achieve a consistently high standard of safety performance. In addition, the system will serve to ensure the Jands Group meets the obligations of its internal Work Health and Safety Policy and relevant WHS legislation.

3.2 The Jands Group will review this system regularly in order to provide a guidance for internal/external consultation, development and improvement process. More frequent reviews will take place in response to organisational and/or legislative changes.

3.3 The Jands Group recognises that the success of the system depends on commitment from all levels and functions, particularly leadership of management. The Jands Group has defined a WHS policy and objectives, and achieve conformance with such planned procedures.

3.4 The policy and procedures are formally authorised and approved by the Senior Management Team by the signing of the document.

3.5 The WHS Management system is a controlled document and the controlling authority shall be the WHS Manager. This will be managed under the quality control system maintained by the Jands Group.

3.6 The Senior Management Team also has been assigned custody to ensure the procedure is maintained and updated.



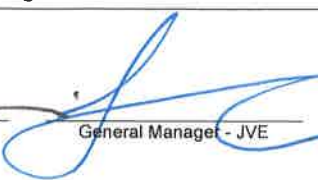

4. Jands Group Contact

4.1 Any questions about this Policy should be directed to the WHS Manager.

5. Variations

5.1 The Jands Group reserves the right to vary, replace or terminate this Policy.

Senior Management Team

 Financial Director	 HR Director	 General Manager - JVE	 Marketing & Business Development Manager
13/2/17 Date	13/03/2017 Date	13/03/2017 Date	13/03/17 Date