

# WHS POLICY

## INTEGRATED MANAGEMENT SYSTEM

**Archer believes that sustainable success can only be reached through people. No other asset in an organisation is as important as its people. As such, Archer is committed to the health and safety of everyone involved in or affected by Archer activities.**

The Work Health and Safety (WHS) Policy sets out Archers work health and safety governance and management framework. The aim of this WHS Policy is to ensure the health, safety and welfare of all people either employed internally or externally by Archer or that are visiting Archer. This WHS Policy also aims to eliminate all work-related injury and illness.

**Archer's WHS Policy is based on the following principles:**

- All Archer personnel should expect a healthy, safe and compliant working environment;
- Applied work methods should be safe and efficient; and
- Archer's workforce should be competent and well trained.

**To ensure that the WHS Policy is successfully implemented, Archer is committed to:**

- Establishing objectives that are realistic, achievable and measurable; whilst reviewing organisational performance against these objectives at the Group Management Meeting;
- Continuous improvement of the Safety Management System;
- Understanding and complying with the relevant WHS legislation and keep up to date with changes and developments by way of staff training;
- Identifying and reducing the risk of all types of work related events that may produce injury or illness;
- Promote the good health and welfare of personnel;
- Be at the forefront of accident prevention;
- Provide information, instruction and training to employees of safe work practices and increase awareness of work place hazards;
- The rehabilitation, safe and timely return of Archer personnel who may be injured or contract diseases out of or in the course of their employment with Archer.
- Consultation will take place with internal Archer personnel and other Archer stakeholders to improve the effectiveness of the Safety Management System, with a formal review taking place at least annually; and
  - In accordance with this, the WHS Policy shall also be reviewed annually prior to the Internal Audit.

**The Directors of Archer are completely aware, supportive and involved with Archer's WHS framework.**

