



OCCUPATIONAL HEALTH, SAFETY & ENVIRONMENTAL POLICY STATEMENT

The Board of Directors consider the health, safety, welfare and working environment of its employees, and others who may be affected by its activities, to be of paramount importance and a key consideration in management disciplines such as production, quality and service delivery. They also recognise their responsibilities with respect to statutory duties and will meet, or exceed where reasonably practicable, the company's regulatory requirements through continuous improvement and establishing safety objectives for our undertakings.

It is the policy of Glacier to provide and maintain a safe and healthy working environment, maintain equipment and provide safe systems of work.

Commitment to the Health, Safety and Environmental Policy is an expectation of every director, manager, supervisor and employee who works for Glacier Energy Services Group. Those commitments are:

Effectively Manage Safety Issues By:

- Ensuring accountability, responsibility and resource allocation for activities required to implement this policy.
- Communicating openly on our Safety agenda and performance
- Complying with relevant laws, regulations and industry standards
- Ensuring employees are consulted upon our health and safety expectations and are competent to safely undertake their duties
- Appointing competent persons to advise upon the control of health and safety risks
- Test work methods and emergency routines to improve processes and minimise risk

Find Effective Ways to Minimise Risk By:

- Identifying and assessing health and safety hazards to prevent, control and/or mitigate the risk to the lowest reasonably practicable level.

Involve All Employees, Contractors and Clients By:

- Providing appropriate information, instruction and training.
- Encouraging participation in improving safety performance.

Demonstrate Environmental Responsibility By:

- Monitor and review the impact of our day to day activities on the local environment
- Test work methods and emergency routines to improve processes and minimise waste
- Monitor and review the use of energy, materials and substances to reduce the impact on the environment and natural resources
- Monitor waste to ensure that it is disposed of in an environmentally sympathetic manner by licensed and approved waste disposal contractors

Continually Improve Our Performance By:

- Maintaining and analysing records of accidents and statistics.
- Setting and implementing objectives and targets.
- Taking corrective and preventative action to eliminate reoccurrence.
- Sharing and implementing improvements based on the results of monitoring and reviews of our safety policy.

This statement is endorsed by the Board of Directors and recognises the signature of authority below on their behalf.

A handwritten signature in black ink, appearing to read 'S. Martin', written over a faint, illegible stamp.

Scott Martin
Executive Chairman

Date: 17 / 11 / 16