

WORKPLACE HEALTH, SAFETY, ENVIRONMENT & QUALITY MANAGEMENT POLICY

POL-00001

STATEMENT OF INTENT

SAGE Group Holdings Ltd and all its business units (SAGE) have an ongoing commitment and vision to be a world leader in the provision of industrial control, automation systems, specialist training and consulting services for a diverse range of industries. In the delivery of these quality products and services, SAGE will manage workplace health and safety, minimise adverse impacts on the environment and achieve customer satisfaction whilst maintaining sustainable business operations. This vision is underpinned by the relentless pursuit of innovation, benchmarked against the best in the world and by maintaining a clear company-wide focus on excellence.

POLICY OBJECTIVES

- Comply with applicable local and national laws, regulations, codes of practice and maintain certified Health, Safety, Environment and Quality (HSEQ) management systems;
- Ensure all managers, supervisors, employees and contractors receive the appropriate, support information, instruction, training and supervision required to develop the skills to safely carry out their duties and HSEQ responsibilities;
- Identify and assess all hazards to HSE and where they cannot be eliminated are effectively controlled, and efficiently respond to client quality concerns in an effective manner;
- Develop HSEQ objectives and targets through the SAGE strategic planning process, provide financial and personnel resources to support improvement projects, measure and analyse effectiveness, and review progress to continuously improve our operations;
- Ensure workers, clients and suppliers are consulted and encouraged to contribute to the decision making process on HSEQ matters; and
- Maintain a fair and creative work environment that respects and rewards new ideas, innovation and hard work.

STRATEGIES

SAGE will adopt a proactive approach to HSEQ management by:

- Demonstrating clear management commitment, involvement and exercising due diligence;
- Maintaining unimpeded access to systems, consultative mechanisms and reporting HSEQ issues;
- Promoting a positive culture that HSEQ responsibilities are shared; and
- Appointing a member of management who when necessary, has unrestricted access to top management to resolve HSEQ issues.

POLICY REVIEW AND DISSEMINATION

During induction each employee will be provided with a copy of this policy.

This policy will be reviewed at least every two years to ensure its continued relevance.



Andrew Downs

Responsible Officer

1 June 2011



Peter Smith

Employee Representative

1 June 2011