 Pty Ltd 109 – 111 Doherty Road North Altona Victoria, 3025 Ph: +61 3 9272 8900 Fax: +61 3 9369 8912	<u>Environmental Health & Safety Policy</u>	<i>Form No :</i>	<i>Pages :</i>
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HYDAC Pty (Ltd) is part of the HYDAC International Group which is represented throughout Australia and the world by more than 100 subsidiaries and partners.


We are world leaders in the design and manufacture of units and systems for hydraulics, filtration technology, fluid monitoring and conditioning technology, process filtration and electronics. We have the local capacity to design and assemble system equipment for local and export markets

HYDAC Pty (Ltd) (Australia / New Zealand) recognises its compliance obligation to provide a safe and healthy workplace for all employees, contractors and visitors. We use materials and natural resources responsibly in order to ensure minimal impact on the environment. Our products and the production processes are developed in accordance with these goals and of course in compliance with environmental laws, rules and regulations. This policy provides staff with the authority to take actions needed to ensure a safe and healthy work environment. Managers, employees and Contractors will be accountable for fulfilling their responsibilities as outlined in this policy.

HYDAC Pty Ltd is committed to:

- Ensuring compliance with legislative requirements and current industry standards
- Providing and maintaining safe systems at work and a safe working environment
- Providing and maintaining written procedures and instructions to comply with Occupational Health and Safety requirements
- Providing health and safety information, instruction, training and supervision to employees, contractors and the public as is necessary to ensure their safety
- Consulting with employees on Occupational Health and Safety issues
- Providing support and resources to managers and employees to help them fulfill their legal Occupational Health and Safety duties and holding them accountable for fulfilling them
- Minimise waste by evaluating operations and ensuring they are as efficient as possible.
- Minimise toxic emissions through the selection and use of its fleet and the source of its power requirement.
- Actively promote recycling both internally and amongst its customers and suppliers.
- Source and promote a product range to minimise the environmental impact of both production and distribution.
- Meet or exceed all the environmental legislation that relates to the company.
- To provide sufficient recourses to drive continuous improvements in Environmental and Occupational Health and Safety

	<i>Written by :</i>	<i>Approved by :</i>
<i>Saved on : 08.01.2016</i>	S. Bergmann	M. Keen

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Management and Supervisory staff are responsible for:

- Implementing this policy in their area of responsibility
- Maintaining the workplace in a condition that is safe and without risks to health
- Helping to develop, promote and implement environmental health and safety processes / procedures
- Educating employees in understanding and following environmental and safety procedures
- Immediately correcting any unsafe work behaviour from employees, contractors or visitors


Employees are responsible for:

- Taking care of the health and safety of people who might be affected by their acts or omissions
- Controlling, reporting any environmental and occupational safety hazards they identify
- Complying with all environmental health and safety procedures, rules and safe systems of work
- Employees are expected to fulfill their obligations with respect to EOS legislation by fully participating in company environmental and safety programs..

Contractors are responsible for:

- Providing their employees and sub-contractors with written procedures and instructions, safety information, training and supervision to ensure health and safety
- Ensuring their employees and sub-contractors comply with legislative requirements and current industry standards
- Ensuring their employees and sub-contractors use the necessary safety equipment required to perform their work
- Ensuring there is no adverse environmental impact to property and Employees
- Reducing any environmental adverse impact by reduction of carbon emission

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Our Objectives are:

- Reducing the environmental impact of our products in the manufacturing / warehouse / office processes. Designing products with lifecycle expectancy surpassing our competition. Incorporating recyclability of our products at end of lifecycle to the best technological advances available. Integration of energy efficient products developed by or on behalf of HYDAC International
- Utilizing natural light in our facilities to reduce energy consumption or using energy efficient light globes / tubes.
- recycle packaging material in our Warehousing processes
- Have no negative impact on our environment (humans, nature & wildlife) by having spill safe work environment, providing drip trays, spill kits, maintenance schedule / service and waste recycle by government approved companies
- Maintaining a no harm work environment and reducing incidents by actively reviewing the activities throughout HYDAC operations.

This policy applies to all activities including circumstances in which employee work off-site. This policy is to be reviewed at least once a year, or sooner, if changes in the company's operation take place.



Mark G. Keen
Managing Director

	<i>Written by :</i>	<i>Approved by :</i>
<i>Saved on : 08.01.2016</i>	S. Bergmann	M. Keen