

OCCUPATIONAL HEALTH & SAFETY POLICY

Spark is committed to achieving the highest performance in occupational health and safety with the aim of creating and maintaining a safe and healthy working environment for all its staff, contractors, visitors and clients. The Company believes that the health and safety of people, within the workplace, is an integral and vital factor in the successful planning and implementation of any job or project.

In demonstration, of the above commitment, the Company aims to :

- *The handling and disposal of waste*
- *Recycling strategies*
- *The correct use, dilution, handling, storage and disposal of chemicals*
- *The correct use and maintenance of plant, equipment*
- *Environmental incident response and preparedness*
- *Corrective and preventative action*
- *The education and training of staff*
- *Reporting systems*
- *Air quality*
- *Energy management*
- *Waste management*

The Group's Management are responsible for the effective implementation of the Environmental Management System and environmental performance.

This will be achieved by implementation of the Company's OH&S management system. Promoting and maintaining this system is primarily the responsibility of the Director's. However, to achieve a healthy organisation, it is important that everyone accepts responsibility for the health and well being of all persons in the workplace. Through all personnel within the Company have specific responsibilities, as specified within the OHS&E Quality Policy documents and within their role/position description, the following broadly encompass them:

- *Executive management will provide the concepts of occupational health and safety, hold managers and other reporting officers responsible of their specific responsibilities in this area, support them in implementing practical measures to ensure the work areas they supervise are safe and without risk to health.*
- *Line Managers and their reporting officers are responsible for taking all practical steps to identify and address risks to health. This includes cooperating fully with any directives of executive management, managers, reporting officers or other staff aimed at maintaining a safe and healthy work environment. It also includes reporting any unsafe or unhealthy conditions and reporting accidents/incidents promptly.*
- *Employees, visitors and contractors are expected to abide by and cooperate with the companies OH&S policies and procedures.*
- *Occupational Health & Safety Committees and/or Representatives will help fulfil the occupational health and safety responsibilities of the organisation by identifying workplace health and safety problems and resolving them through a process of joint consultation. To this end, each committee meeting will be attended by an employer representative who has the necessary authority to make decisions on each of the matters raised.*

Management seeks the cooperation from all employees in achieving the Company's health and safety objectives of a safer and healthier work environment. All parties will be involved in and advised of any changes to the Company's OHS&E Policy and Procedures system and arrangements for its implementation.