

0220 SPARQ SOLUTIONS HEALTH & SAFETY POLICY STATEMENT



In achieving the vision of being the *leading provider of shared solutions to our clients*, SPARQ Solutions is committed to provide workplaces, and conduct its activities, to ensure the health and safety of its employees, contractors and members of the public.

SPARQ Solutions undertakes to provide and maintain high standards of workplace health and safety through the implementation of a Workplace Health & Safety (WH&S) Management System and is committed to establishing measurable objectives and targets to ensure continued improvement aimed at elimination of work-related injury and illness.

COMMITMENT

The Management Team and I are personally committed to creating a safe, supportive and healthy environment for everyone.

Successful WH&S depends upon:

- Clear and unambiguous commitment, leadership and accountability from all levels of management.
- All employees and contractors accepting that working safely is a condition of employment.
- Each person having the required information and training to competently and safely perform their work.
- A comprehensive WH&S system being in place which is adequately resourced, monitored and continuously improved.

OBJECTIVES

The involvement and support of all the SPARQ Solutions team is vital in meeting the following objectives:

- That all WH&S legislative requirements are met; and
- No one's health or safety is harmed by SPARQ Solutions.

SPARQ Solutions welcomes positive employee consultation and contributions, including suggestions for improving WH&S initiatives.

We all have a responsibility to effect and promote safe and healthy workplaces. I look for your support in the implementation of SPARQ Solutions WH&S initiatives and to integrate workplace health and safety into everything we do.

A handwritten signature in blue ink, appearing to read "Peter Effeney".

Peter Effeney
Chief Executive Officer

Date: 15 / 4 / 2008