



Indra Australia maintains a commitment with its workers of guaranteeing the highest level possible of Safety, Health and Wellness, as well as ensuring, in all the activities it promotes, the proper protection of its workers and any other individuals who may be affected by the company's actions.

Indra Australia is committed to complying with all relevant Health and Safety legislative requirement, regulations standards, not only because it is a health and safety obligation, but also because it aims to promote a culture of safety in all the activities carried out by the company.

In order to fulfil these commitments, the Management of *Indra Australia* will plan, develop, implement and promote a Work Health and Safety Manual, which is based on the existing Work Health and Safety Policy that consists of the following principles:

- Its main top objective is to reach the highest level possible of safety and health ("physical, mental and social wellness") of its workers, who represent Indra's most important resource.
- The company's aim is to minimise the risk of work-related incidents, injury and illnesses, and if they do occur, that they not be serious, in order to reduce accident rates.
- Seek continual improvement in work Health and safety performance through establishment of Safety Objective and Target aimed at reducing risk and work related injuries and illness.
- Safety and health are inherent to workers, and so we must all integrate these aspects in our set of daily activities and decisions.
- Health and safety are common objectives since they are a right and an obligation of all workers. This means that we must all collaborate in detecting and correcting occupational risks.
- The Management and Middle Management Teams have the obligation of including health and safety in any activity they carry out or assign, as well as in all the decisions they make.
- Proper Training and Information for direct supervisors and workers are necessary in order to correctly execute and carry out preventive actions.
- Adopting and complying with preventive measures at work help improve the effectiveness and efficiency of our products and services.
- Workers participation in health and safety is essential, and so Indra relies on everyone's involvement, to the degree possible, either directly or through workers Representatives.
- A close and continuous collaboration in the area of safety with our Customers and Subcontractors
- Contractor Companies, Temporary Employment Agencies, Supplies and Services Subcontractors, and Freelancers are responsible for complying with the OHS Policy established by *Indra* as well as the WHS policy established within their own companies.
- WHS System audits will be performed in regular basis to evaluate performance of system, to ensure continual improvement and to verify that the objectives defined in this manual are met.

Malcolm Monteiro

Chief Executive Officer
Indra Australia Pty Ltd

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