

WHS&E CONSULTATION STATEMENT

COMPANY COMMITMENT

HDSA Group (Hope Diving Services Australia Pty Ltd) is committed to protecting the health and safety of all our employees. Injury and illness is needless, costly and preventable. Our company will consult our employees in implementing safety practices and systems that will ensure the health, safety and welfare of our employees. Employee involvement at all levels is critical for ensuring a safe workplace. A WHS&E Committee and WHS&E Representatives will be established to promote safety and health in the workplace.

WHS&E REPRESENTATIVES

The WHS&E Representatives that have been elected by employees are: Timothy Flack and Ethan Hopewell. The WHS&E Representatives are responsible for raising specific health and safety issues that arise in relation to the employees in their workgroup. Employees should raise WHS&E issues directly with their supervisor or their WHS&E Representative. Where the WHS&E Representative cannot resolve and WHS&E issue it has been agreed that they will refer it to the WHS&E Committee.

WHS&E COMMITTEE

The WHS&E Committee shall consist of three employee and 2 employer representatives. The workgroup for the WHS&E Committee is all employees who work for HDSA Group (Hope Diving Services Australia Pty Ltd), at Unit 7/141 Hartley Road, Smeaton Grange NSW and any mobile work site. The employee members of the WHS&E Committee are the 2 WHS&E Representatives. The Management Representatives are Timothy Flack and Ethan Hopewell. The WHS&E Committee will assist with the development and monitoring of safe work practices and systems, and discuss issues that affect the health, safety, and welfare of all employees at HDSA Group (Hope Diving Services Australia Pty Ltd) The company will respond to WHS&E Committee recommendations within a timeframe agreed by the Committee, set according to the particular issue and its complexity.

HOW EMPLOYEES WILL BE CONSULTED ABOUT WHS

When a WHS issue is raised either by the company, an employee or the WHS Committee, the WHS Representative will consult members of their workgroup. The WHS&E Representative will also feed back to their workgroup the outcomes of WHS Committee meetings. Employees should draw to the attention of their supervisor or WHS&E Representative any health and safety concerns that they have about the workplace so the issue can be promptly addressed.

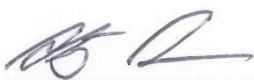
ESTABLISHMENT OF CONSULTATION ARRANGEMENTS

HDSA Group (Hope Diving Services Australia Pty Ltd) discussed establishing consultation arrangements with its employees in June 2009. After a number of information sessions and small group workshops with all employees, it was agreed to establish WHS&E Representatives and a WHS&E Committee.

REVIEW OF CONSULTATION ARRANGEMENTS

It has been agreed by HDSA Group (Hope Diving Services Australia Pty Ltd) and their employees that these WHS&E consultation arrangements will be monitored and reviewed on an on-going basis to ensure that consultation with all employees is effective and that all safety issues are being addressed.

Signed:



ANTHONY HOPEWELL

MANAGING DIRECTOR

Date: 22/01/2024