

**Position Title**

**Occupational Health & Safety Manager**

**Responsibilities**

The OH&S Manager's role includes;

1. Development and implementation of a corporate OH&S Policy and procedures framework
2. Liaison with Business Units to ensure consistency and completeness of OH&S Policy across the corporation
3. Assistance to the Business Units in developing comprehensive OH&S Policies and procedures
4. Assistance to the Business Units in developing new initiatives to improve OH&S performance and maintain high standards
5. Conducting audits on the various Business Units to ensure compliance and offer assistance where shortfalls are identified
6. Reporting
  - Prepare Monthly Reports to the Board on the OH&S status and performance of all Business Units
  - Ensure compliance with all relevant legislation across the many jurisdictions of Aquila's projects

**Reports to**

Initially to the Chief Executive Officer

**Accountabilities**

Aquila's corporate head office is in Perth and accommodates its iron ore project in Western Australia. Aquila also has offices in Brisbane (coal), South Africa (manganese and iron ore) and Indonesia (coal). The OH&S Manager's role is to ensure Aquila operates at high levels of workplace health and safety and complies with all relevant legislation. This will require interaction with Aquila's coal and iron ore General Managers, the Head of Exploration and the various joint venture companies.

General accountabilities include;

- Development of a business wide policy and procedures framework
- Identification of any inconsistencies at the Business Unit level and development of recommendations for correction
- Conduct of audits to ensure Business Unit compliance with such policies and procedures
- Develop and roll out workplace health and safety procedures for Head Office
- Report on performance by the Business Units
- Support the Business Units in achieving high workplace health and safety standards

The principal outcomes that are required from this role are;

- A company wide consistency in addressing workplace health and safety issues
- Aquila achieving consistently above average performance in the areas of workplace health and safety
- Aquila complying with and exceeding legislative requirements in all of the jurisdictions in which it operates
- Aquila being at the forefront of industry initiatives to improve workplace health and safety



Job Description  
Occupational Health & Safety Manager

FRM No.

## Expectations

Aquila Resources Limited is committed to achieving consistently high standards of occupational health and safety at its operating coal mine, on its development projects and in its exploration operations.

Every role within Aquila is expected to ensure the following objectives are achieved;

Safety and Health – “Make sure we do things safely”

- Ensure that all work practices and systems are consistent with the Corporate Workplace Health & Safety Management System and relevant statutory requirements;
- Support the implementation of specific strategies within Aquila to minimise the exposure to employees of workplace health and safety related risks of injury or disease; and
- Ensure Aquila meets its statutory workplace health and safety obligations by supporting the Corporate Workplace Health & Safety Management System.

Continuous Improvement – “Show we can always do things better”

Contribute towards continuous improvement of all processes and systems by:

- Initiating, implementing and measuring improvements in performance within occupational health and safety;
- Creating a management culture and system that encourages compliance with procedures yet resourcefulness in seeking safer ways to operate; and
- Celebrating success appropriately to drive improvement by positive reinforcement.

Business – “Set the example”

As a manager dealing with external contacts and consultants:

- Demonstrate a high level of ethical behaviour in all interactions with third parties on behalf of Aquila;
- Manage your budget diligently and make every decision so as to optimise the return on every dollar; and
- Be prepared to review, change and flexibly manage your plans subject to the needs of the business.

## SPECIFIC DELIVERABLES IN 2010

Specific Deliverables

The specific deliverables which will be reviewed with regard to the full year’s performance include:

- A clear strategy for the development and roll out of a corporate wide Occupational Health & Safety Policy;
- Persistence in pursuing compliance by Business Units with the Corporate Occupational Health & Safety Policy; and
- Achievement of improved workplace health and safety performance through cooperative interaction with the Business Units.

These deliverables will be the basis for the short term incentive component of the remuneration.