



Health & Safety Policy

Acrow promotes a culture where harm to our people through work is unacceptable. The Company is committed to providing safe and healthy working conditions for all people involved in our business including contractors, visitors and the general public. All of Acrow's people have responsibility for implementing this Policy.

In meeting our commitment the Company will:

- Demonstrate commitment and leadership through all its managers.
- Clearly define health and safety responsibilities for managers, front line managers, employees and contractors.
- Work to eliminate hazards and practices that could cause incidents, injuries and illnesses.
- Comply with all applicable health and safety acts and regulations, as a minimum.
- Incorporate health and safety into the business planning cycle so that objectives can be set, plans formulated and performance measures determined for the purpose of continually improving our management systems.
- Train and develop our employees to ensure they have the necessary skills and knowledge to work safely and to contribute to ongoing improvements in safety performance.
- Involve and consult extensively with all people who work for the Company in identifying, assessing and controlling workplace hazards and in reviewing health and safety performance.
- Undertake to help our people to achieve full recovery through prompt treatment and active rehabilitation programs following workplace illness or injury.
- Allocate resources to meet the commitments of the Policy.

This signed statement of Policy confirms our personal commitment to making Acrow workplaces safe and healthy for all employees and is to be displayed at all work locations.

A handwritten signature in black ink, appearing to read 'Steve Boland', is located below the text of the policy statement.

Steven Boland
Chief Executive Officer



Environmental Policy

Acrow embraces the principle of sustainable development, ie. development which meets the needs of the present without compromising the ability of future generations to meet their own needs. Acrow is committed to pursuing industry specific best practice in environmental performance.

We acknowledge that our shareholders, employees and the community at large expect responsible environmental practice by Acrow's businesses.

Specifically Acrow is committed to:

- Conducting our operations to minimise environmental risk and, wherever practicable, eliminate adverse environmental impacts.
- Continual improvement of our environmental performance including regular review and the setting of rigorous environmental objectives and quantified targets- particularly with regards to:
 - Efficient use of energy (including appropriate use of alternative fuels);
 - Conservation of water;
 - Minimisation and recycling of wastes;
 - Prevention of pollution; and
 - Effective use of virgin and recovered resources and supplemental materials.
- Open, constructive engagement with communities surrounding our operations.
- Reducing the greenhouse gas emissions from our processes, operations and facilities.
- Protecting and, where possible, enhancing biodiversity values at and around our facilities.
- Complying with environmental legislation, regulations, standards and codes of practice relevant to the particular business as the absolute minimum requirement in each of the communities in which we operate.
- Conducting business with suppliers and contractors who have a commitment to the values and objectives contained in this Environmental Policy.
- Remediating our contaminated sites to standards internationally acceptable for the site purpose.

Through communication and training, our employees will be encouraged and assisted to enhance Acrow's environmental awareness and performance.

A handwritten signature in black ink, appearing to read 'Steven Boland', is located below the text.

Steven Boland
Chief Executive Officer