Workplace Health and Safety Policy

Endeavour College of Natural Health's (Endeavour's) commitment to the health and safety of our employees, sessionals, contractors, students and all persons who visit our facilities, or access our services is central to our business culture.

We are therefore committed to:

- Working towards consistent safety practices across our work sites through planning and implementing our WHS management system.
- Undertaking risk management activities to adequately control risks to the environment and persons in the workplace.
- Complying with all applicable laws and regulatory requirements whilst aspiring to higher standards.
- Establishing measurable objectives and targets aimed at reducing and where possible eliminating work related injury and illness.
- Developing our people and providing resources to facilitate the fulfilment of our workplace health and safety responsibilities.
- Monitoring and reviewing our performance and taking action to address deficiencies, so continual improvements in WHS are achieved.
- Fostering a culture that empowers and rewards everyone to act in accordance with this policy.

In fulfilling the objectives of this policy, management is committed to regular consultation and communication with staff and relevant stakeholders to:

- Ensure that the policy operates effectively;
- Build relationships based on honesty, openness, mutual trust and involvement; and
- Share the responsibilities for meeting the requirements of this policy.

The Endeavour Chief Executive Officer recognises Endeavour Learning Group's corporate responsibility under health, safety and associated legislation.

Department Directors are responsible and accountable for the day to day health and safety within their areas of responsibility and have authority to fulfil these responsibilities.

This policy will be regularly reviewed in light of legislation and organisational change, or as a minimum, every three years.

John Feenie
Executive Chairman /
Chief Executive Officer

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<th>J. Feenie</th>
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<th>July 2009</th>
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