

# Health and Safety Policy



## Our Commitment

Our commitment is to the people and communities who we work with and support every day. We aspire to be an industry leader in health and safety (H&S).

We will have systems and processes in place to fulfil compliance obligations, set and track objectives and targets that improve health and safety outcomes and have assurance activities that promote continuous improvement.

## Our Actions

We will enable our people so that we can work together to build capability as a High Reliability Organisation. Our five focus areas will guide us on this journey.



**People and Wellbeing**

We demonstrate our care for the physical and mental wellbeing of our people. We remove the stigma around mental health.



**Safety is Defence**

We set our defences at the start of the day and focus on both the dynamics and mechanics of how work is done.



**Sensitivity to Operations**

Our efforts are focussed on supporting our customer facing teams to efficiently deliver their work.



**Deference to Expertise**

We build trust with our people and know that they are the best informed to make decisions and create improvements in their work.



**Continuous Learning**

We are relentless in our drive to learn at every opportunity and create improvement in how we operate.

We will implement our H&S Policy by living our **SKILLED** values **S**afety, **K**nowledge, **I**nnovation, **L**istening, **L**eading, **E**ngaged, **D**iversity.

This policy should be reviewed at least every two years. This policy may only be varied by the Board or appropriately delegated Board sub-committee. Minor amendments reviewed and approved by the Company Secretary on 22 December 2020.

A handwritten signature in black ink, appearing to read "Peter Scott".

**Peter Scott**  
Chief Executive Officer

