

# Health, Safety & Wellbeing Policy

**OVERVIEW:** This Group Policy sets out how we keep our people, partners, guests, and the community safe and well.

**SCOPE:** This Group Policy applies to all employees, and contractors of our organisation, and its controlled entities and to any other person notified that this Group Policy applies to them, unless an exemption has been granted.

In this Group Policy, a reference to 'our' or 'we' is a reference to our organisation unless the context requires otherwise. If country-specific requirements are inconsistent with any part of this Policy, then those laws and local Policy apply instead.

**APPLICATION:** This Group Policy applies in all jurisdictions where we operate. Where local law is inconsistent with any provision of this policy, the requirements of the local law and any local Policies apply in relation to that part.

## Policy Principles:

### Our commitment is to your health, safety, and wellbeing through:

1. Prioritising your mental and physical health, safety and wellbeing as no job is so important or urgent that it cannot be done safely.
2. Making health, safety, and wellbeing an integral part of everything we do.
3. Maintaining and continuously improving our global health and safety management system, which focuses on identifying hazards and eliminating, or where not reasonably practicable, minimising risk.
4. Establishing relevant and measurable objectives and targets to enable continuous improvement of our overall health and safety performance.
5. Holding all levels of management responsible and accountable for the mental and physical health, safety and wellbeing of their teams.
6. At a minimum, meeting all applicable health and safety laws.
7. Providing contemporary health and wellbeing programs that encourage and promote physical and mental health.
8. Engaging our people, partners and affected parties in active communication and consultation regarding the management of health, safety and wellbeing.
9. Identifying and implementing controls to mitigate the specific risks within our working environments.
10. Implementing a risk-based health and safety assurance framework to monitor the effectiveness of our controls.
11. Providing appropriate information to our contractors, suppliers, and visitors to enable them to make effective decisions regarding their management of health and safety.
12. Enabling our people to bring their best selves to work by providing the tools, resources and health management support for those seeking to improve their physical or mental health and wellbeing.
13. Supporting our people to remain at, or return to safe, sustainable, and value work following injury or illness, and ensuring we pay the right compensation to the right person at the right time.
14. Conducting thorough and objective health and safety investigations and implementing appropriate actions to prevent harm to our people, partners and communities.

### What we expect of our people, partners, contractors and suppliers:

1. Care for yourself, your colleagues, supply chain parties, our customers, the community, and anyone that could be impacted by your work.
2. Immediately report any health, safety, or wellbeing hazard, risk or issue to your manager and through the relevant health and safety reporting platform.
3. Understand and follow all health and safety related laws, policies, standards and procedures that apply to your work, and complete all mandatory health and safety training.
4. Help us maintain a healthy, safe and secure work environment by looking after and taking care of our places of work, vehicles, plant and equipment.
5. Utilise assurance mechanisms to verify that the health and safety standards, procedures, and ways of workign applied by contractors and suppliers are at least equal to those applied by our organisation.

### BREACH OF POLICY

Compliance with this Group Policy will be monitored. If you do not comply with this Group Policy, you could face disciplinary action. This may include termination of your employment or engagement.

If you break the law, you may also be personally liable.

NB. This Policy does not form part of any employment contract and our organisation may vary, revoke or replace this Policy from time to time.

**Effective Date:** 25th October 2024

**Policy Owner:** General Manager