

GROUP POLICY



Health, Safety and Well-being Policy

**Expect
More**

At Perenti we care about our people. We are committed to creating a culture of safety and respect, resulting in a work environment that prioritises safety above production, and is integral to delivering our objective of no negative physical and psychological life changing events.

AS PART OF THIS COMMITMENT, WE WILL:

- **Actively demonstrate leadership**
Our leaders will model a safety-first culture to achieve positive safety outcomes.
- **Take no shortcuts**
We will never compromise our health, safety and wellbeing standards. We will meet and aim to exceed the expectations of regulators and clients.
- **Collaborate to find the safest way**
We are both smarter together and safer together. We will engage our employees, clients, contractors, and suppliers to find the safest way to work. We identify hazards, implement controls, including identifying above the line controls incorporating engineering and technology solutions, and monitor their effectiveness to reduce risk to as low as reasonably practicable.
- **Empower our people**
We will foster a culture where our people feel safe to speak-up if they see or think something is not safe. Everyone is empowered to stop a job if it is not safe.
- **Take personal responsibility**
Safety is everyone's responsibility. We will hold each other to account without blame and recognise positive safety behaviours.
- **Embrace learning**
We are constantly learning about safety in everything we do. We recognise mistakes happen and it is important that we report them so we can learn, share and improve.
- **Train and develop our people**
We will invest in the capability of our people, including to ensure they are safe in the workplace.
- **Maintain effective safety systems**
We will implement and maintain a management system that enable us to work safely. We will set measurable objectives and monitor and review performance to ensure continual improvement.

This policy applies to all employees, contractors and suppliers.

Above all else we will show leadership and be curious when it comes to safety, health and well-being.



MARK NORWELL

Managing Director and Chief Executive Officer
Perenti

Approved by the Perenti Board on 5 May 2023