

HEALTH AND SAFETY POLICY

Our goal is Zero Harm. This means caring for our people and protecting the environment and the communities in which we operate.

OUR COMMITMENT IS TO

- pursue a performance level of Zero Harm
- maintain safety as our primary value
- provide a safe and healthy workplace
- empower our employees and contractors to participate in the identifying, assessing, eliminating or controlling of risks and hazards
- consult with our employees, contractors and their representatives, clients and suppliers as appropriate in the pursuit of safer workplaces
- comply with relevant health and safety laws, regulations, industry codes of practice, licences and project requirements
- maintain safety objectives, and measure and report on our safety performance
- provide adequate resources to maintain a safe workplace and achieve our safety goals
- maintain our safety management systems consistent with recognised standards and to strive for continuous improvement
- develop and maintain a positive safety culture
- work with competent people and provide training to support their development
- display this policy and share it with interested parties; and
- encourage our people to extend their commitment to safety, good health and wellbeing beyond the workplace.

Our employees and contractors share our commitment by presenting for work in a safe and fit manner, promptly reporting incidents, hazards, or unsafe practices, and complying with procedures, training, instructions and our cardinal rules.

WE BELIEVE

- safety is everyone's responsibility
- the behaviour of our leaders influences safety
- everyone is empowered to stop an unsafe act
- incidents can be prevented
- we learn and improve.



Grant Fenn
CEO and Managing Director
Downer Group