

Policy – Commitment to Health, Safety and Environment (HSE)

Our Commitment

We will conduct our business in a way that:

- Minimises risks that our assets, operations and activities pose to the health and safety (both physical and mental) of our employees, contractors, visitors and the community; and
 - Drives environmental sustainability and protects the environment.
-

Our Actions

We embrace our responsibility to achieve our HSE Commitment by:

Visible & Felt Leadership

- Leaders integrating the management of HSE into all activities and operations.
- Embedding a culture that supports and continuously improves our HSE competencies and behaviours.
- Understanding and educating about our HSE risks and controls.
- Fulfilling our HSE compliance obligations.
- Setting clear objectives and targets for our HSE performance.

Collective Accountability

- Intervening and correcting or pausing work if unsafe practices or new hazards are identified.
- Focussing our resources and equipping our employees to manage our critical HSE risks so far as is reasonably practicable.
- Effectively consulting and communicating on HSE matters.
- Supporting and rehabilitating those who have been physically or psychologically injured.
- Preventing pollution, protecting biodiversity, minimising resource use and mitigating and adapting to climate change.

Organisational Learning

- Continually improving our organisational capabilities.
- Learning from our experience and embedding lessons and improvements within our systems and processes.
- Providing simple systems that develop the competencies and behaviours required to manage our HSE risks.
- Improving, monitoring and reporting on our HSE performance.
- Using innovation to provide positive impacts on HSE outcomes.

Our HSE management frameworks set out how we will implement this policy.

“Everyone has the right to intervene where they are concerned for someone’s safety or the protection of the environment.”



Richard Gross
Chief Executive Officer