

## Workplace Health Safety & Wellbeing

### Our commitment

John Holland is committed to the health, safety and wellbeing of its people and workplaces.

### Our approach

John Holland will strive to operate and continuously improve the health, wellbeing and safety in our workplaces so as to protect the wellbeing of and prevent injury or illness to our employees, contractors and the communities in which we operate.

### Workplace Health Safety & Wellbeing Policy in practice

- Operate in accordance with our values, policies, minimum requirements and procedures and provide the framework for setting, reviewing and improving workplace health and safety objectives and targets
- Comply with Work Health and Safety acts and all other applicable laws, regulations, codes of practice and standards that may impact the workplace
- Consult with our employees and sub-contractors on matters relating to workplace health, safety and welfare
- Ensure health and safety information is disseminated to employees, sub-contractors and visitors in the workplace
- Provide appropriate health and safety training and ensure that all employees,
- sub-contractors and clients understand our health and safety commitment and the role they play
- Apply an integrated risk management system which ultimately seeks to eliminate and control hazards through the business lifecycle
- Establish standards of performance, measurable objectives and targets to track our success
- Ensure all incidents are reported and fully investigated to identify all causal factors
- Undertake regular audits and inspections of our workplaces to improve, maintain and verify compliance
- Empower employees and sub-contractors to cease work where there is a threat to the safety of themselves or others.



**Joe Barr**  
Chief Executive Officer  
John Holland Group Pty Ltd  
May 2018