

# HEALTH, SAFETY & WELLBEING POLICY

UP FOR THE CHALLENGE OF IMPROVING LIVES

## OUR COMMITMENT

To create workplaces that are healthy and safe.

Our goal is to provide safe workplaces that prevent injury or illness, while also improving people's resilience, mental and physical health.

## OUR APPROACH

John Holland's four values are the platform for our everyday interactions and guide our approach to health, safety and wellbeing.

### Caring



**We care deeply about what we do and how it affects people's health, safety and wellbeing by:**

- Driving a strong safety culture across the business in our offices, our projects and with our joint venture partners.
- Prioritising the health, safety and wellbeing of our people and the community in our decision making.
- Providing training and education to our people to build personal and business capability and resilience.

### Empowering



**We gain trust through action by:**

- Empowering our people, partners and subcontractors to speak up about working more safely.
- Encouraging participation and collaboration between all employees and health and safety representatives.
- Driving accountability to ensure everyone is responsible for their own and others' health, safety and wellbeing.

### Imaginative



**We push the boundaries by:**

- Focusing on continual learning and improvement by reviewing performance, capturing and sharing lessons learnt and celebrating successes.
- Constantly exploring and introducing new technologies and emerging management practices.
- Having a transparent critical risk management process that helps us to continuously identify opportunities and improvements to our systems and processes.

### Future-focused



**We're in it for the long, long term by:**

- Exceeding our legislative, customer and other mandatory requirements.
- Establishing and maintaining an effective management system.

**Joe Barr**  
Chief Executive Officer

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