

Health & Safety Commitment

Chandler Macleod Group Policy Document

Chandler Macleod Group believes that safety starts with the individual and all employees can make a difference and reduce harm.

Chandler Macleod supports its people to achieve this vision by making the following commitments to provide a safe and healthy workplace and prevent injury or ill health:

- Ensuring safety is integrated into business process and decision making at all levels
- Regarding compliance with work health and safety legislation as the minimum standard while continuing to improve our safety management systems
- Implementing a risk management approach to identify, assess, eliminate or control hazards
- Setting and reviewing measurable objectives and targets for individuals and teams relative to our business operations
- Recognising employees who demonstrate safety leadership
- Ensuring all employees receive relevant and current safety training and are held accountable for serious breaches of process or repeated unsafe behaviour
- Exploring new initiatives to support employee physical and psychological wellbeing
- Executive promotion of employee safety as both a moral commitment and key element of profitability and sustainability
- Controlling conflicting business priorities that may have an adverse impact on the safety and wellbeing of our employees
- Ensuring consultation with all workers, their representatives and clients; sharing expertise and knowledge for the benefit of all

A handwritten signature in black ink, appearing to read 'Peter Acheson'.

Peter Acheson

Chief Executive Officer

March 2021