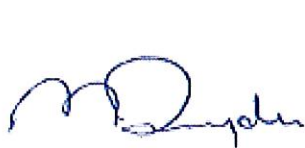


HEALTH & SAFETY POLICY

In addition to our commitment to safely home every day for everyone involved in our business, the Board and leadership teams are committed to achieving mastery of resilient performance. We show our commitment by:

- Providing authority and support to each person involved in our business to immediately stop any unsafe or potentially unsafe acts;
- Encouraging a culture of care, respect and unity where people actively engage to anticipate, respond, monitor, and learn;
- Ensuring that all our people are trained, competent and developed to maximise their potential and enable autonomy and empowerment in work tasks;
- Engaging in a positive and risk based approach to health & safety to ensure all operations are as safe as reasonably practical and critical risks are managed in a responsible, proactive and positive manner;
- Consulting, cooperating and coordinating with PCBU's we work alongside;
- Being responsive in our relationships with regulators and helping our people to have an engaged, structured and risk based approach to compliance; and
- Monitoring incidents, near misses, hazards and positive observations to reduce future risk and continually improving our performance through sharing ideas.

This policy is a living document subject to change and is reviewed at least every two years in conjunction with the Board Health and Safety Governance Committee and staff safety representatives.



Peter Dryden
Chairman



Graeme Marshall
Chair, Health and Safety
Governance Committee



Guy Roper
Chief Executive

Date: 20 September 2018