



## HEALTH AND SAFETY POLICY

Our goal is Zero Harm. This means caring for our people and protecting the environment and the communities in which we operate.

### OUR COMMITMENT IS TO:

- pursue a performance level of Zero Harm
- maintain safety as our primary value
- provide a physically and psychologically safe and healthy workplace
- manage injury and illness for employees to return to work in a safe and timely manner
- empower our employees and contractors to participate in identifying hazards, assessing risk, and eliminating the hazard or controlling the risk
- consult with our employees, contractors and their representatives, clients, and suppliers as appropriate in the pursuit of safer workplaces
- comply with relevant health and safety laws, regulations, industry codes of practice, licences, and project requirements
- maintain safety objectives, and measure and report on our safety performance
- provide adequate resources to maintain a safe workplace and achieve our safety goals
- maintain our safety management systems consistent with recognised standards
- seek continuous improvement through effective review
- maintain a positive safety culture
- work with competent people and provide training to support their development
- display this policy and share it with interested parties; and
- encourage our people to extend their commitment to safety, good health, and wellbeing beyond the workplace.

Our employees and contractors share our commitment to;

- prevent workplace injury and illness by presenting for work in a safe and fit manner including meeting our drug and alcohol policy requirements
- promptly reporting incidents, hazards, and unsafe practices
- comply with procedures, training, instructions, cardinal rules, and manage workplace risk; and
- participate in injury management and return to work programs.

### WE BELIEVE

- safety is everyone's responsibility
- the behaviour of our leaders influences safety
- everyone is empowered to stop an unsafe act
- incidents can be prevented
- we learn and improve

**Peter Tompkins**  
CEO and Managing Director  
Downer Group