

PROTECT EHS POLICY (ENVIRONMENTAL, HEALTH & SAFETY)

We all have a responsibility to ourselves, to each other and to the environment in which we work and live. This responsibility includes doing all we can for the health, safety and wellbeing of ourselves, our workmates, contractors and customers. It also means taking care of the environment we live in.

Protect is a value for us – something we live every day. It’s our belief that work-related injuries, illnesses, and environmental incidents are preventable. Every day we will aim to motivate, educate and encourage everyone to help us with our focus on protecting our people.

NEED TO KNOW – for everyone

We all have a responsibility to:

- Look out for ourselves and our workmates by never walking past – speak up and take action when something looks dangerous or doesn’t feel safe
- Report all hazards, incidents and near misses so we can learn and take action to avoid future harm
- Take care of ourselves and our workmates – always come to work fit and capable of doing our job safely; don’t put anyone in harm’s way and always look out for each other
- Always follow the Life Saving Rules – they are there to save us or others from serious or fatal injuries

OUR COMMITMENT – for managers

As leaders we’re committed to doing all we can to protect people and the environment from harm, and to promoting a healthy working environment with a culture of continuous improvement. We will set strategic and operational objectives and targets to support this vision and we will adhere to all regulatory / relevant industry standards at a minimum.

Our Safety Leadership Principles	Our Actions
1. All injuries, occupational illness and environmental incidents can be prevented	Eliminate risks, so far as is reasonably practicable Protect employees and other workers from health exposures, including psychosocial risks Meet environmental requirements and prevent pollution
2. Everyone’s participation is essential	Involve employees and other workers regarding relevant matters Actively consult with injured or ill employees, their support person and medical professionals to help plan their safe return to work
3. Management is accountable for safety, health and environmental performance	Set standards of operational discipline and ensure accountability Regularly review incidents & performance and look for opportunities to continually improve
4. All operating exposures can be safe guarded	Commit to meet all relevant regulatory and industry standards Apply above the line controls with the priority on critical risks with an aim to eliminate critical risk exposures through critical controls & work design
5. Training and equipping people to work safely and protect the environment is essential	Provide relevant resources, training, PPE and the right tools for the job including understanding and application of environmental and personal health requirements
6. Working safely is a condition of employment	Hold each other and our people to account using a Just & Fair Culture approach
7. Safety focused conversations and feedback are a must	Engage in leader interactions, listen & encourage an open, honest and transparent culture
8. Leaders promote off-the-job wellbeing and safety	Resource health and wellbeing initiatives (e.g., Power Up and Safety Leadership Programme) and encourage participation Following a personal injury or illness, actively work with our employees to ensure they return to work safely
9. Safety learnings must be shared	Recognise and celebrate effective risk management and innovations Review all incidents, alerts & learns to find opportunities to continually learn & improve

In addition, we recognise that we are often exposed to activities and sites which are outside our control or influence and where safety, health and environmental protection might not hold the same value. In these circumstances, our leaders will support our people to:

- Maintain our level of expectations. This might mean we have to stop work if the conditions on site are not acceptable.
- Choose who we work for and where we work if we have reason to believe it might not be maintained safely or the environment might not be protected.
- Endeavour to work together to raise the level of safety, health and environmental protection on site where we can influence it as leaders.



Phillip Boylen

CE – Construction Group
Fletcher Construction