

Our approach to Health, Safety and Environment (HSE) is based on caring for our people, communities in which we work, business stakeholders and the environment. It closely follows Group Policy in all regards.

Our goal is to make sure everyone goes home safe and the environment is protected and enhanced wherever possible. This must be accomplished with a Zero Harm approach in our business.

We apply the HSE Pillars to all our activities:

Leadership and Engagement:



Our management and supervision is responsible for leading the creation of a company-wide culture that values HSE as a core part of our business. We engage our people on HSE issues and solutions. We work hard to develop a culture that empowers everyone to be HSE leaders.

Risk Reduction and Improvement:



Through proactive identification, planning and innovative controls (including technology where appropriate), we eliminate / minimise all things that make our workplace unsafe or place the environment at risk. We have arrangements in place for reporting HSE issues and suggesting improvements.

Commitments We Live By:



We all take personal responsibility for HSE in our workplace as a core value. We all must follow fundamental behaviours that we live by every day to eliminate and / or reduce our critical risks.

To achieve our HSE Goal:

- We measure our success by the well-being of our people and the environment
- We embed HSE messaging in our regular communications
- We are always improving our HSE systems and pushing our boundaries
- We strive to set the standards for our industry and comply with relevant legal / regulatory requirements
- We listen to and consult with our people involving them in our HSE decision making
- We provide training, engagement opportunities and information to our people to enhance competency and capability to work safely
- We seek to enhance behaviours that are critical to our success, enabling HSE to become an integral part of all aspects of our business in line with Group Founders Principles

To continuously improve:

- Our management and people are accountable and enabled to address HSE matters
- We set clear, measurable HSE objectives that align with our operational performance and strategic direction
- Our HSE strategies are adaptive and evolve to meet our business needs and opportunities
- Operations are stopped and corrected if a risk of a serious HSE incident is present
- We proactively identify and manage hazards, risks and environmental aspects
- We implement sustainability practices including pollution prevention, climate change mitigation, waste reduction and biodiversity protection
- We implement health related programs to protect the well-being of our people