

# AUB GROUP LIMITED HEALTH AND SAFETY POLICY

Effective 1<sup>st</sup> July 2020



## 1. PURPOSE OF THIS POLICY

This purpose of this Health and Safety Policy (Policy) is to ensure that AUB Group Limited and its wholly-owned subsidiary entities (Group or us) provides a healthy and safe workplace whilst striving to achieve an incident free work environment.

To achieve this, the Group will:

- comply with all applicable Government Acts, regulations and standards;
- develop relevant workplace health and safety (WHS) procedures and systems in respect of its operations;
- regularly review, monitor and take action to mitigate health and safety risks;
- provide all necessary training and resources to ensure a healthy and safe workplace for all employees, contractors and sub-contractors;
- ensure that any incidents, concerns and complaints are reported adequately and investigated and appropriate further measures implemented; and
- communicate with employees and stakeholders about the Group's WHS procedures, management and associated controls.

## 2. APPLICATION OF THIS POLICY

People are our most important asset. Employees and others, including all who are involved in the conduct of work or who are contributing to the things which make work happen, will have a duty to ensure health and safety in the workplace and are obliged to obey WHS policies and rules designed for their safety.

This applies to all people working within the Group.

People working within Group non-controlled entities, such as joint ventures or associates, must comply with the equivalent policy adopted by their respective entities.

## 3. MANAGING SAFETY IN THE WORKPLACE

The Group adopts a WHS management program to ensure that health and safety is addressed systematically in the workplace. A WHS management program is a set of plans, actions and procedures that form the framework for managing health and safety in the workplace.



Details of the WHS management program are contained in the Group’s WHS Manual, which is available on the Group’s intranet.

## 4. ROLE AND REVIEW

The Board, through the Remuneration and People Committee, will:

- (a) Administer the purpose and application of this Policy; and
- (b) Delegate the ownership of this Policy and its application to management, through the Remuneration and People Committee, including implementation of reporting structures to enable the Board to ensure the application of and adherence to this Policy.

The Board has delegated the stewardship of this Policy, through the Remuneration and People Committee, to the Head of People and Culture.

The Board has formally adopted this policy, reflecting a commitment by the Board for accountability across the Group to monitor environmental and social risks.

The Board has responsibility for this Policy including its regular review and the monitoring of its effectiveness.

## 5. MATERIAL REVISIONS

Version	Approval Date	Effective Date	Details
1.0	30 June 2020	1 July 2020	Policy approved by AUB Group Board.