

AUB Group Limited Health and Safety Policy

Effective 10 December 2020



1. Purpose

AUB Group Limited (**AUB Group**) is committed to providing a healthy and safe workplace, whilst striving to achieve an incident-free work environment.

The purpose of this Health and Safety Policy (**Policy**) is to ensure that AUB 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 AUB Group's WHS procedures, management and associated controls.

2. Scope

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 Policy applies to all people working within AUB Group, and should be read in the context of AUB Group's other policies and procedures as varied from time to time (as made available on AUB Group's website).

People working within AUB Group's 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

AUB 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 AUB Group’s WHS Manual, which is available on AUB Group’s intranet.

4. Role

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 People and Culture division.

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

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

5. Review

The Remuneration and People Committee will regularly review this Policy to ensure it remains appropriate to AUB Group and its ongoing effectiveness and consistency with AUB Group’s objectives and responsibilities.

Any amendments to the Policy or membership are to be approved by the Board.

The Group Company Secretary is responsible for the up-keep, distribution and publication of this document.

6. Material Revisions

Version	Approval Date	Effective Date	Details
1.0	30 June 2020	1 July 2020	Policy approved by AUB Group Limited Board.
2.0	10 December 2020	10 December 2020	Policy approved by AUB Group Limited Board.