

# Health, Safety, Security and Environment Policy

**Coffey is committed to protecting the health, safety and security of our people, and the environment in the places in which we work.**

## How we achieve this

- Strive to operate injury and incident free
- Actively promote mental, physical and social wellbeing initiatives amongst our people
- Be compliant with applicable work health and safety laws, environmental laws, regulations and statutory obligations in each of the jurisdictions in which we work
- Assign health, safety and environment accountabilities and responsibilities and monitor compliance to drive individual performance, commitment and positive behaviour
- Train and develop our people to be competent to safely undertake their work activities
- Consult and communicate with the workforce on health, safety, security and environmental initiatives and issues
- Proactively identify, assess and manage hazards and risks relating to the work we undertake and the environment in which we operate
- Monitor the effectiveness of our operational risk controls
- Empower our people to intervene or stop work where required and report risk taking work practices, hazards, faulty equipment, or conditions that threaten the health, safety or security of our people or the environment
- Document, maintain and communicate to all employees and interested parties, a Health, Safety, Security and Environment Management System (HSSE MS) and Policy that are appropriate to Coffey's risk profile and guide best practice within the workplace
- Drive continuous improvement by establishing measurable objectives and targets aimed at eliminating work-related injury and illness and harm to the environment
- Incorporate the health, safety and security of our people and care for the environment as an integral part of business strategy, planning and decision-making
- Proactively prevent pollution and manage our waste streams by promoting waste elimination, material recycling, improving energy efficiency and maximising the use of low impact materials
- Integrate environmental aspects into all safe design plans and decisions
- Periodically review the HSSE Management System and Policy to ensure they remain appropriate to Coffey's operations and organisational structure

## Responsibilities - our leaders

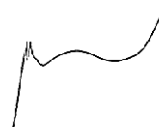
- Are responsible and accountable for health, safety and environmental compliance within their area of authority
- Lead by example by demonstrating and supporting a positive behavioural commitment to our health and safety objectives
- Consult, seek contributions and communicate regularly with our people on matters affecting health, safety, security and the environment
- Ensure reported incidents are objectively investigated and corrective actions are implemented in a timely manner
- Not tolerate any behaviours involving willful negligence, criminal intent, or use of illicit substances

Health, safety, security and environmental oversight and governance is the responsibility of the Chief Executive Officer and General Managers.

The Chief Executive Officer and General Managers are accountable for their personal compliance with the Coffey HSSEMS and ensuring its effectiveness is reported to the business.

## Responsibilities - all employees

Compliance with and performance in accordance with this policy is the responsibility of each individual Coffey employee.



Urs Meyerhans – Chief Executive Officer –  
July 2019