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## Policy – Commitment to Health, Safety and Environment (HSE)

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### **Our Commitment**

We will conduct our business in a way that:

- Minimises risks that our assets, operations and activities pose to the health and safety (both physical and mental) of our employees, contractors, visitors and the community; and
  - Drives environmental sustainability and protects the environment.
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### **Our Actions**

We embrace our responsibility to achieve our HSE Commitment by:

#### *Visible & Felt Leadership*

- Leaders integrating the management of HSE into all activities and operations.
- Embedding a culture that supports and continuously improves our HSE competencies and behaviours.
- Understanding and educating about our HSE risks and controls.
- Fulfilling our HSE compliance obligations.
- Setting clear objectives and targets for our HSE performance.

#### *Collective Accountability*

- Intervening and correcting or pausing work if unsafe practices or new hazards are identified.
- Focussing our resources and equipping our employees to manage our critical HSE risks so far as is reasonably practicable.
- Effectively consulting and communicating on HSE matters.
- Supporting and rehabilitating those who have been physically or psychologically injured.
- Preventing pollution, protecting biodiversity, minimising resource use and mitigating and adapting to climate change.

#### *Organisational Learning*

- Continually improving our organisational capabilities.
- Learning from our experience and embedding lessons and improvements within our systems and processes.
- Providing simple systems that develop the competencies and behaviours required to manage our HSE risks.
- Improving, monitoring and reporting on our HSE performance.
- Using innovation to provide positive impacts on HSE outcomes.

Our HSE management frameworks set out how we will implement this policy.

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*“Everyone has the right to intervene where they are concerned for someone’s safety or the protection of the environment.”*

Marc England  
Chief Executive Officer