

# HEALTH & SAFETY POLICY

UP FOR THE CHALLENGE OF TRANSFORMING LIVES

## OUR COMMITMENT

To create workplaces that are healthy and safe.

Our goal is to provide safe workplaces that eliminate the preventable risks of injury or illness, and at the same time support the resilience, mental and physical health of our people.

## OUR APPROACH

John Holland's four values are the platform for our everyday interactions and guide our approach to health and safety.

### Caring



We care deeply about what we do and how it affects people's health and safety by:

- Driving a strong health and safety culture across all our workplaces, and with our industry partners
- Prioritising the health and safety of our people and the community in our decision-making
- Providing training and education to our people to build personal and business capability and resilience

### Empowering



We gain trust through action by:

- Empowering our people, partners and subcontractors to speak up about working safely
- Valuing the competency of our people to perform and find better ways of working
- Encouraging participation, open communication and collaboration between our people and their Health and Safety representatives
- Driving accountability at all levels to ensure everyone is responsible for their own and other's health and safety

### Imaginative



We push the boundaries by:

- Focusing on continual learning and improvement - reviewing performance, capturing and sharing lessons learnt and celebrating successes
- Constantly exploring and introducing new technologies and emerging management practices
- Having a transparent critical risk management process that helps us to continuously identify opportunities and improvements to our systems and processes

### Future-focused



We're in it for the long, long term by:

- Exceeding our legislative, customer and other mandatory requirements
- Establishing and maintaining an active and effective management system
- Investing in our people, supply chain and systems to ensure we are continuously improving the health and safety of our workplaces

**Glenn Palin**  
Chief Executive  
Officer

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