

HEALTH AND SAFETY POLICY

At GPT, safety and wellbeing are our priority, always

The GPT Group is committed to a safety first culture. People really matter to us and we recognise that the health and safety of our employees, service providers, contractors, customers and members of the public is critical to our success. We strive to eliminate all workplace hazards that create the risk of illness and injury across all aspects of our business through our uncompromising approach to safety performance.

Our Safety Principles

- All work related injuries can be prevented
- Working safely is not negotiable
- Health and safety is everyone's responsibility
- Everyone has the authority and is expected to speak up if they observe unsafe work practices or conditions.

We will:

- Promote a culture of positive health and safety where everyone counts
- Behave in accordance with GPT's values: in particular, "Life is precious, so safety and wellbeing are our priority, always"
- Strive to ensure that our workplaces offer the psychological safety employees need to be able to speak up, challenge the status quo or ask for support where needed
- Lead through being passionate champions for health and safety, setting uncompromising standards through our behaviours and actions, and providing recognition for safety achievements and aligned behaviours
- Consult, collaborate with and listen to our employees, service providers, contractors and other stakeholders so that their input is considered in ensuring that we provide an environment that is safe and free from hazards that could cause harm
- Proactively assess and mitigate health and safety hazards in a timely manner through effective implementation of our Safety Management System across all our business operations
- Promote the reporting and communication of all incidents and near miss occurrences to facilitate knowledge sharing and continuous improvement
- Regularly communicate health and safety information to our employees and relevant stakeholders and provide health and safety training programs to improve our employees' skills and knowledge
- Establish clear and measurable health and safety targets and objectives, and audit, review, monitor and report with absolute transparency and integrity on our health and safety performance
- Comply with all applicable work, health and safety regulations and GPT's policies and procedures.

GPT's purpose is: "Experience first. We create experiences that drive positive impact for people, place, and planet." Operating in accordance with our health and safety principles and delivering on the health and safety commitments outlined above is critical to this purpose.



Bob Johnston
CEO & Managing Director, The GPT Group

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