

## ***Health and Safety Policy***

The health and safety of our people (family) is a core value of the Carey Group. This value is embedded within our organisation through our safety culture which is built upon the following commitments:

- » Setting health and safety objectives and targets annually to constantly measure the success of our health and safety programs and to continuously strive for further improvement;
- » Monitoring, continuously reviewing, and developing our management systems to ensure that they meet operational needs, provide safe systems of work and comply with applicable legislation and statutory requirements, as well as industry standards and codes of practice, and (where contractually specified) the requirements of our Clients;
- » Implementation of a risk management approach to our work scope that ensures hazards are identified and their risks are assessed and controlled to prevent injury or harm;
- » Communicating, consulting, and engaging with all relevant stakeholders on health and safety matters, which will include our workforce, supply chain, Clients, and community representatives (where applicable);
- » Providing appropriate on-boarding, induction and training programs for our workforce and supply chain, and levels of Supervision and Management appropriate to our scope of works;
- » Encouraging open reporting of all actual and potential health and safety events with a focus on 'no blame' in this process; and
- » Providing a targeted, risk-based assurance program that is reviewed annually and adjusted in response to the findings from the management review process.

Our focus on these commitments is essential to achieving the safety culture we expect, and that will continuously evolve with our operational needs. This focus is the responsibility of all our people to achieve.

A handwritten signature in black ink, appearing to read "Allan James", with a horizontal line underneath.

**Allan James**

**CEO**

**CAREY GROUP HOLDINGS**