

Health, Safety and Environment Policy

This policy applies to all employees, contractors, consultants and suppliers of the Perenti Group. Perenti, its employees, contractors, consultants and suppliers are required to actively participate in the implementation of this policy.

Commitments

We are committed to:

- providing a safe and healthy work environment and a culture focused on the prevention of physical and mental work-related injury and illness;
- the mental health and well-being of our workforce;
- promoting sustainable resource use in our operations by demonstrating a commitment to reduce our environmental footprint and protection of the environment; and
- exceeding our stakeholders' requirements and expectations.

Approach

We take an integrated approach to the management of health, safety and environment (HSE), which includes the requirements of ISO 45001 (Occupational Health & Safety Management) as well as ISO 14001 (Environmental Management).

We also fulfil our HSE legal requirements and obligations.

Requirements

- Ensure everyone understands and complies with applicable work health, safety, environmental and mining laws, industry regulations and standards.
- Integrate HSE risk assessment into our decision-making and operational activities.
- Eliminate hazards and reduce risks by implementing appropriate hazard identification and controls to manage both physical and psychosocial health and safety risks, and also environmental responsibilities and risks.
- Provide support, training and guidance to our people to ensure they understand their responsibilities for implementing and maintaining our HSE systems and processes.
- Provide necessary information, instruction, training, and supervision so people can do their job safely and effectively.
- Consult, participate and communicate with our people and other key stakeholders on HSE issues in a transparent and timely manner.
- Provide the mechanisms for people to report concerns regarding health, safety and environmental hazards, including confidential reporting and management of psychosocial health & well-being concerns.
- Provide appropriate reporting, monitoring and assurance of our HSE systems and processes.
- Focus on continually improving our HSE performance and the effectiveness of our HSE management system.

Perenti's Group Executive will set measurable HSE objectives for the Perenti Group and will continuously monitor HSE performance to ensure we achieve our HSE objectives.

This Policy will be reviewed at least every two years.



Mark Norwell
Managing Director
Perenti

Approved by the Perenti Board on 10 October 2020