

The GenusPlus Group (the parent Company) and its subsidiaries, provide an integrated service, via our operating companies, through resources, power, utilities, and communications sectors across Australia.

We exist to provide safe, trusted, and high value solutions to our stakeholders through our people, our products, our culture, and our values. Safety and health is a Group core value and is fundamental to our success.

Our objective is to ensure our team members, contractors and any others impacted by our works, go home safely every day. This objective is embodied in our **Think Safe. Work Safe. Home Safe.** message. Our core value of mateship drives us to not only look after ourselves, but our mates as well.

To achieve this objective, we will:

- Drive high performance through leadership, accountability, engagement, and collaboration.
- Establish, communicate, and promote safety and health objectives, targets, and strategy.
- Promote awareness and commitment to our **Think Safe. Work Safe. Home Safe.** message, Safety Non-Negotiables, and Stop Work Authority.
- Provide safe and healthy working conditions to prevent work-related injury and illness.
- Eliminate hazards or reduce risks in accordance with the hierarchy of control by embedding safety and health risk management into everything we do.
- Consult with, engage, and empower our team members, to encourage active participation in safety and health.
- Identify and fulfil legal and other requirements.
- Provide adequate induction, training, supervision, and resources to ensure work can be undertaken safely and competently.
- Focus on proactive safety and health culture, activities, positive reinforcement, and recognition of achievements to drive safety and health improvements.
- Monitor and evaluate safety and health performance and our integrated Safety, Health, Environment and Quality Management System for us to learn and continuously improve our business, as outlined in ISO 45001 OHS Management Systems.

This applies to all our operations, team members, contractors, and visitors, who have a responsibility to implement this policy. Through this, we will ensure that our core value of safety and health is displayed in all that we do, to the benefit of all those undertaking, or impacted by our works.

A handwritten signature in dark blue ink that reads "D. Riches".

David Riches
Chief Executive Officer
GenusPlus Group
Date: 06/09/2021