



# HEALTH AND SAFETY POLICY

## OUR OBJECTIVE

At Ventia, we are committed to putting safety and health above all else. It is our number one brand promise and licence to operate. By redefining service excellence and delivering on our purpose of making infrastructure work for our communities, we will ensure that we deliver a safe and healthy workplace and leave a positive impact on the communities in which we work.

## OUR OBLIGATIONS

At Ventia we will meet this objective through:

- Providing a safe and healthy workplace that promotes a positive, inclusive culture that is based on passionate leadership and effective consultation with employees, other workers and their representatives and relevant external parties.
- Ensuring all workers understand their responsibilities and accountabilities for the effective implementation of our management system and this Health and Safety Policy.
- Ensuring the management system complies with the requirements of the ISO 45001 occupational health and safety management systems standard and that certification is maintained.
- Complying with all relevant regulatory requirements, company policies, standards and processes.
- Allowing workers to participate in health and safety decision making, and engaging with contractors, business partners and subject matter experts (internal and external) to achieve and improve standards and expectations.
- Applying risk management principles to the identification, assessment and control of hazards, work practices and behaviours that could cause incidents, injuries or illness.
- Implementing controls that seek to eliminate risks and where this is not achievable, apply the hierarchy of controls to mitigate risks so far as is reasonably practicable.
- Empowering workers with the authority to speak up and to report any unsafe work practices and unacceptable behaviours.
- Establishing appropriate safety strategies, objectives and targets, and programs focused on safety, health and wellbeing.
- Providing appropriate information, training, supervision and resources that assist all workers to implement and maintain our safety management systems, deliver on safety and health targets and maintain a mentally healthy workplace.
- Managing safety incidents, close calls and hazardous conditions consistently through early identification, notification, methodical investigation, reporting and the sharing of learnings across the organisation.
- Encouraging workers to maintain a positive mental health, a healthy balance between work, family and friends and actively promote the prevention of work-related injury and ill health.
- Monitoring the effective implementation of our Health and Safety Policy, our safety management system, and health and safety performance measured against objectives and targets to ensure continuous improvement aimed at eliminating workplace injuries and illness.
- Reporting on our health and safety performance and sharing that information with our workers and other interested parties.
- Sharing our Health and Safety Policy with all workers, visitors, contractors and interested parties.
- Conducting a formal review of our Health and Safety Policy at regular intervals to ensure it remains effective, relevant and appropriate to the health and safety risks in our workplace.



Authorised by:

**Dean Banks, Group Chief Executive Officer**

Board approved on: 23 August 2023

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