

Work Health & Safety Policy

This policy applies to all Hindmarsh employees and contractors, including (without limitation) employees and contractors of Hindmarsh Construction Australia Pty Ltd, HCA Queensland Pty Ltd, Hindmarsh Living Pty Ltd, Hindmarsh Corporate Pty Ltd and any other related entities at the date of this policy or at any other time.

Hindmarsh is committed to providing a safe and healthy workplace and developing a culture where harm to our people through work is unacceptable. Our managers will lead the establishment of a workplace culture committed to Work Health and Safety.

Hindmarsh is committed to every aspect of work health and safety:

- In any workplace under our management and control;
- Arising from the conduct of our business;
- In the environment in which our employees and contractors operate;
- Arising from the systems of work used by our employees and contractors;
- Arising from the arrangements we have for use, handling, storage and transport of equipment or substances; and
- Arising from the facilities we provide for the welfare of our employees and contractors.

Safety is considered during all business activities. Hindmarsh is committed to delivering a healthy and safe work environment for all including its people, contractors, clients and the public. Hindmarsh seeks to continually evolve safety performance through worker participation, collaboration, learning, review and preventative action.

Compliance with this policy will be monitored, audited and continually reviewed so as to remain effective and aligned with all of our operations.



Rowan Hindmarsh
Chief Executive Officer



Hindmarsh SQE Pledge

We will provide a healthy and safe work place by:

- Effective and active leadership at every level of the organisation engendering a culture of safety as a pre-requisite for everything we do.
- Implementing and maintaining the Hindmarsh Management System and its Work Health and Safety elements to ensure all potential hazards and risks are identified, evaluated and eliminated or controlled.
- Complying with WHS Legislation and relevant standards.
- Setting and continually reviewing measurable Work Health and Safety performance objectives and targets.
- Learning from our ongoing safety experiences and sharing information across the group, turning lessons learnt into positives for ongoing development.
- Ongoing training and development of employees.
- Ensuring leadership accountability.
- Investigating and seeking to implement innovative initiatives, technology and methodologies which assist in delivering a safe working environment.
- Ongoing monitoring, auditing, reporting and analysis, complimented by ongoing feedback at all levels.
- Ensuring resources are provided to meet the aims of this policy.
- Regular review of this policy to ensure its effectiveness and relevance whilst ensuring that objectives are being met.