Safety and Health
Policy

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 all workers (employees, contractors, labour hire), third-party stakeholders and visitors 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, traceability, engagement, participation, communication, and collaboration.
- By establishing, implementing, and maintaining a documented framework that promotes and communicates our 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 physical and psychological work-related injury and illness, with a focus on critical risk management.
- Eliminate hazards or reduce risks in accordance with the hierarchy of control by embedding safety and health risk management practices into everything we do.
- Consult with, engage, and empower our workers, to encourage active participation in safety and health.
- Identify legal and other requirements, to meet and maintain our internal governance and contractual requirements, and that of other interested parties.
- Provide adequate induction, training, supervision, and resources to ensure work can be undertaken safely and competently.
- Focus on a proactive safety and health culture, that promotes positive reinforcement, and recognition of achievements to drive and encourage good safe behaviour.
- Monitor and evaluate safety and health performance, of the Genus Integrated Management System (IMS), to learn from and continuously improve our business, as outlined in ISO 45001 OHS Management Systems.

This applies to all our operations, workers, 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.

David Riches
Managing Director
GenusPlus Group
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