

## Zero Harm Policy

### Policy & Principles

To make our Zero Harm Culture easy to understand for everyone, it's based on three simple principles. The first is the strong belief that zero incidents is achievable. The second is that there's never a reason to compromise on health & safety. The third is "We take care of each other."

These three principles set clear expectations for our employees as well as our contractors at our construction sites all over.

In addition to reaching hearts and minds and teaching basic principles, there's more involved in ensuring the full implementation of a safety culture. Another crucial factor is that living safely starts with the leadership – beginning with the Management down to the supervisor.

Managers who want to be credible and be accepted by their team have to lead by example. It's also important that every manager praises laudable behaviors and calls out unsafe or noncompliant behavior.

That's why we believe in a measure that we call "Golden Hour a Managers Safety Walk around in the first hour of starting work" that's mandatory for our management team.

Managers need to regularly talk with people on-site and check to see if safety is ensured. Managers who fail to meet a safety commitment over the long term suffer the consequences. Managers at all levels are also asked to openly express their appreciation of those who put our Zero Harm Culture principles into practice, and employees who've made an extraordinary effort are publicly praised.

### Zero Harm Creating a Successful Work Site

For both employers and employees, Zero Harm worksites are exceptionally productive and successful in more than one way. Not only are staff members able to feel more secure in their roles, but they're also more productive in that they're not concerned about being injured at work.

### Zero Harm for Employers

From a business and employer standpoint, workplaces are far less likely to experience injuries that result in slowdowns. Pair this with reduced liability, and you're looking at a win-win in almost every sense. You're able to ensure more work is getting done as efficiently as possible, while simultaneously less likely to experience a lawsuit or penalty from WHS regulators.

### Zero Harm for Employees

From an employee, contractor and visitor standpoint, a low-risk workplace ensures all work tasks and movements within the workplace can be undertaken at full efficiency. There's such a limited chance of injury in that the workplace is reverse engineered to be safe, that functions can continue at peak performance. As a result, staff can feel happier, safer and freer to undergo their daily tasks.



M Walsh  
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