

## GROUP PRINCIPAL POLICY: HEALTH AND SAFETY

As part of considering the well-being of our people and for promoting good health we are committed to providing a safe and healthy workplace to protect all employees, contractors, visitors and the public from foreseeable work hazards.

Our approach to ensuring safe and healthy workplaces includes the following commitments:

- Consider health and safety as equal in importance to that of any other function of the Group and its business objectives.
- Comply with the applicable legislation of the countries in which we operate and follow the principles of better practice.
- Collaborate and share good practice across the Group and, where practicable, with suppliers on the safety of their operations.
- Develop and implement safety risk assessments to minimise and effectively manage hazards.
- Provide appropriate resources, supervision and training and keep people well informed and consulted on matters affecting their health, safety and well-being. All employees and those working on our behalf have a responsibility for the health and safety of themselves and others who may be affected by their actions.
- Foster a culture where all people, including contractors, are held accountable for fulfilling their health and safety responsibilities.
- Monitor, audit, review and report our health and safety performance to support continual improvement and to be transparent in our performance.
- Promote and implement good occupational health and safety practices in accordance with local applicable laws and regulation.

The responsibility for achieving compliance with this policy is devolved to the leadership of each operation. Each operation has nominated an individual with specific responsibility for health and safety.