



Health, Safety and Wellbeing Policy

We can only achieve our vision to help grow the country when our own team are operating at their best.

This policy outlines our commitment to our people, and their health, safety and wellbeing, so they can do their best work.

We are committed to:

- **Ensuring safety.** We create safe, healthy workplaces for our people, contractors and others including customers, suppliers, visitors, and communities.
- **Making it real.** We prioritise practices over paperwork - health, safety and wellbeing is not just a tick-box exercise.
- **Leveraging expertise.** We engage with team members closest to the risk to better understand and manage factors impacting health, safety and wellbeing.
- **Consulting with our people.** Our leaders actively listen to our team, seeking feedback on what works and how we can better support their health, safety and wellbeing.
- **Systems that support.** We create systems that ensure compliance and enhance day-to-day operations.
- **Providing resources.** We equip our team with the right information, training, tools, and equipment to eliminate or minimise risks.
- **Aiming high.** We align our standards with leading industry practices and meet the Health and Safety at Work Act 2015 requirements.
- **Learning.** We focus on understanding the factors behind incidents to continually learn, improve performance and address challenges.
- **Celebrating success.** We reward health, safety and wellbeing initiatives to foster continued success.
- **Continuously improving.** We set ambitious targets to prevent injury and illness, ensuring everyone works toward common goals.
- **Rehabilitation.** We focus on a safe and efficient return to work promoting the concept of recovery at work through alternate duties and supported gradual return.

This policy applies to all PGG Wrightson (PGW) employees and contractors/sub-contractors engaged to undertake work for PGW. In accordance with the PGW Code of Conduct, disregard for, or non-compliance with this policy is considered a serious breach and may result in disciplinary action up to and including dismissal. We will regularly review and publicly report our progress, and ensure this policy remains relevant to the needs of our stakeholders.

Executive Leadership Team Health, Safety & Wellbeing Commitment

We believe:

We care for our people and the environments we operate in
Workplace injuries and illnesses are preventable

Health, safety and wellbeing are integral to good work, not add-ons

Leaders set the tone for health, safety and wellbeing
A positive tone encourages engagement

We can only achieve PGW's health, safety and wellbeing goals if everyone pulls together

Everyone has a voice when it comes to health, safety and wellbeing

We are open to learning and new ideas
A blame culture erodes trust and confidence and suppresses reporting

We are a more effective leadership team when we stand together

So we will:

Protect the physical and mental wellbeing of everyone involved in PGW's operations

Convey why health, safety and wellbeing matter to PGW

Commit the resources necessary to eliminate or minimise risks to safety and wellbeing

Consider health, safety and wellbeing in all decision-making and planning
Establish group-wide policies and expectations that are realistic and meaningful
Demonstrate interest in, and care for, our people and the work they do
Verify the presence and effectiveness of essential controls in everyday work

Lead by example as visible role models for health, safety and wellbeing
Regularly make time for health, safety and wellbeing activities
Intervene if we see something unsafe or unhealthy (i.e., we never turn a blind eye)
Be accountable for our actions as leaders of health, safety and wellbeing

Encourage meaningful participation from everyone involved in our operations
Empower everyone to call out unsafe or unhealthy work practices and to stop unsafe or unhealthy work
Support our people and have their backs

Ask questions, listen to learn, and encourage differing perspectives
Make it safe for people to share their honest views on health, safety and wellbeing
Follow through on health, safety and wellbeing issues that are raised

Take active steps to understand variation in work performance and cultural maturity
Foster a culture of reflection, sharing, and learning
Treat people fairly, consistently, and with dignity
Recognise safe, healthy practices, value people's contributions to health, safety and wellbeing, and celebrate successes

Look for ways to contribute to health, safety and wellbeing
Communicate openly and honestly about health, safety and wellbeing performance
Keep our promises and do what we say we're going to do
Take ownership, accountability, and responsibility for health, safety and wellbeing performance and avoid blame, excuses, and denial
All stand behind ELT decisions

Signed for and on behalf of PGW: 27 March 2025

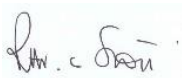


Stephen Guerin – Chief Executive Officer

Executive Leadership Team:



Julian Daly



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Sarah Mears