

Safety and Wellbeing Policy

January 2024

New Hope Group's core value of wellbeing reflects our focus on preventing harm, promoting safety, and enhancing health – so our people go home at the end of the day unharmed.

We seek to operate in a manner that protects the health, safety and wellbeing of all employees, contractors, and the public. We also proactively pursue the elimination of work-related injuries, occupational illnesses, and psychological harm in our workplaces.

Specifically, we will:

- Identify, assess, manage, and work towards eliminating hazards to reduce risks to people and equipment.
- Provide the necessary training, ensure competency, and provide resources to support our Safety and Wellbeing programs.
- Actively monitor, investigate, analyse, and report our Safety and Wellbeing performance to provide assurance and inform our strategy.
- Continually improve both our systems and performance through the involvement of our employees and other stakeholders.
- Encourage all employees and contractors to take personal responsibility for both their own and their teammates' safety and wellbeing.
- Consult with our workforce and their representatives, relying on their participation as we work together to achieve our Safety and Wellbeing objectives.
- Create an environment where no task is important enough to compromise safety, wellbeing, and respect. This includes ensuring our people feel comfortable to speak up without fear of retribution if unsafe work practices or unacceptable behaviours occur.
- Act to prevent all instances of harassment and disrespectful behaviour in the workplace.
- Proactively monitor and act to fulfil legal and other commitments.

This policy will be routinely reviewed to ensure operational relevance and that best industry practice is maintained.

Rob Bishop

A handwritten signature in blue ink, appearing to be 'Rob Bishop', written over a light blue grid background.

Chief Executive Officer
New Hope Group