

HEALTH SAFETY ENVIRONMENT POLICY

October 2021

Mirvac is committed to protecting – and striving to improve - the health, safety and wellbeing of its employees, suppliers (includes service providers) and communities and providing healthy, safe and productive places. Mirvac is committed to protecting and minimising the impact on the environments in which we operate. This includes the prevention of pollution and fulfilling our environmental compliance obligations while adopting a product lifecycle approach.

Our HSE vision is simple – to continue to pursue safety excellence and move beyond preventing harm and ill health to improve the overall wellbeing of our employees, suppliers, communities and the environment including mental, social and psychological wellbeing. To help us achieve this vision we make HSE a strategic business priority and require the active commitment to, and accountability for, HSE from our employees, suppliers and partners.

We demonstrate our commitment to HSE through:

Leadership

We continually look for ways to improve HSE performance outcomes for the benefit of our workforce, suppliers, the industry and the communities we work with. Our line managers have a leadership role in the communication and implementation of HSE policies, procedures, systems and expectations and are held to account through agreed objectives and metrics.

Culture and Consultation

We expect our employees to take responsibility for and play an active role in ensuring a healthy and safe place of work and the promotion of a positive workplace culture. We aim for all our people to understand and focus on the things that go right every day that make their work safe and healthy.

We encourage employees to demonstrate initiative, to challenge, communicate and explore the safest way to work and make decisions on issues that affect their health and safety, or impact on communities and the environment. We commit to active consultation with employees and where appropriate their representatives on safety and health related matters. We will work collaboratively to manage risks and ask the same of our suppliers and partners.

Capability

We trust and empower our people to generate ideas and implement solutions that support the ongoing development of a healthy and safe work environment. We provide training, information, and guidance to enable our workforce to perform their roles safely and competently. We ensure our employees are fit for work and we provide support in the event of injury and ill health. We commit to pre-qualify our suppliers to ensure their HSE competence in the delivery of goods and services to Mirvac.

Effective Integration and Governance

We integrate risk management principles as a core element in our planning, design, development, construction and operations so that everyone is focused on managing risk. We are committed to ensuring compliance with Mirvac systems, legislative and industry standards that we assure through our governance structures, audit programs and periodic reviews of policies and procedures.

We strive to continually improve our HSE performance through the regular review and measurement of objectives and metrics and by sharing information across workplaces and divisions to promote awareness and encourage learning from each other.

I commit Mirvac to the implementation of this policy and task all divisions and personnel across Mirvac with the responsibility for achieving our vision.



Susan Lloyd-Hurwitz
CEO and Managing Director

Related Policies

A copy of Mirvac's Inclusion Policy can be accessed **here**.

A copy of Mirvac's Bullying & Harassment Prevention Policy can be accessed **here**.

Employees who are personally experiencing the effects of and directly affected by domestic and family violence can view what support is provided through the Leave Policy which can be accessed **here**.

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Policy Authorised by: Executive Leadership Team on 11 October 2021

Policy Maintained by: Group HSE

Last Revised Date: 10 August 2021