

# Health and Safety Policy

BG&E Group Limited

Version 1.2

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## Health and Safety Policy

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Document Control				
Revision	Date	Description	Reviewed	Approved
1	24/02/2021	Published	Nil	Frank Cerra
1.1	16/08/2022	Rebranded & amended	Alana Hampel	SQRC
1.2	30/03/2023	Approved	Alana Hampel	ELT
1.2	27/03/2024	Annual update – no changes	Alana Hampel	Frank Cerra

# Health and Safety Policy

BG&E maintains a culture where safety is a fundamental value, continuously seeking to improve its operations for the benefit of our clients, stakeholders, and our employees. We recognise our shared responsibility and Duty obligation to ensure the safety and health of employees, subcontractors, stakeholders, visitors, and local communities in which we operate.

BG&E recognise that the employees within the organisation are our greatest assets, and that health and safety is an integral part of delivering our company values. BG&E Group Limited is committed to providing a safe and healthy workplace throughout our operations.

BG&E is committed to:

- Implement and maintain a Health and Safety Management System, aligned with BG&E Global Standards and Corporate Objectives and Targets for health and safety.
- Establish Senior commitment to health and safety system performance within the Management System framework. Promoting continual improvement, the protection of health and safety, and the elimination of work-related incidents and impacts associated with our business activities and services.
- Comply with legal and regulatory obligations, applicable codes of practice, and compliance standards or other guidelines for occupational health and safety.
- Foster open, clear consultative channels with our stakeholders, employees, and local communities to build strong relationships, maintain trust and integrity, and enhance business performance.
- Providing a safe and healthy workplace, free of injury and illness, for employees and for other people who may be affected by BG&E operations.
- Implementing systems and procedures to identify and control work health and safety hazards and risks and identify improvement opportunities in all areas of our operations and business activities.
- Provide assessment, consultative, reporting and support mechanisms to monitor potential or actual sources and situations of psychosocial hazards within the workplace.
- Maintain and implement timely, effective health and safety remediation strategies to address corrective, preventative actions, and non-conformities to prevent recurrence and inform lessons learned.
- Reporting aspects of work health and safety issues to employees, encouraging consultation and participation to ensure feedback.
- Implement learning and development initiatives to increase employee engagement, accountability, skills, awareness, and competency. Recognise, reward and share learnings or initiatives with internal and external stakeholders.
- Working with clients to optimise work health and safety and considerations in planning, design, and project management.

These commitments are implemented and monitored through our Integrated Management System for Health, Safety, Environment and Quality management, Corporate Objectives and Targets, Region-specific Business plans, and lastly inbuilt into the foundation of BG&E's Strategic Plan. This Policy Statement applies to BG&E Group Limited and related bodies.

The BG&E Board and Executive Leadership Team actively support this Policy by providing leadership and resources to implement and support all elements of our Health and Safety Management System, procedures, and relevant sub-plans. This Policy, associated Management Standard and Procedure will be reviewed annually or as otherwise required by Senior Management to ensure specificity to business activities and risk profile.



**FRANK CERRA**  
Managing Director

27<sup>th</sup> March 2024

