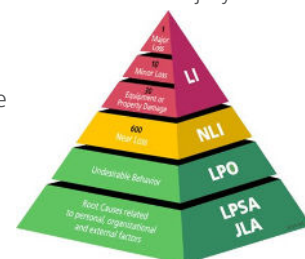


Health, Safety and Well-being Policy

Kleinfelder Australia Pty Ltd is committed to providing a workplace that is safe and managing risks, so far as is reasonably practicable, to its employees, contractors and any internal or external stakeholders who may be affected by our business operations.

All incidents are preventable and through the effective implementation of this Health, Safety and Wellbeing Policy, our Integrated Management System and our Loss Prevention System we strive to maintain a safe and healthy workplace to prevent work related injury and illness. To achieve this, Kleinfelder will:

- Maintaining and continuously improving our integrated management system to proactively manage risk and reduce injuries within our organisation and minimise our impact on the environment and communities where we operate.
- Promote a culture that encourages all personnel, regardless of role, responsibility, or level, to actively identify and manage risks to health and safety and immediately report and investigate all hazards and incidents.
- Define, document and communicate health and safety responsibilities for all levels of staff.
- Establish measurable objectives and targets to ensure continual improvement aimed at the elimination of work-related injuries and incidents.
- Use consultative and participation methods to develop, maintain and review our performance and build our safety culture by providing our staff with the knowledge to safely complete their work.
- Establish, implement, and maintain a work health and safety management system that is appropriate to the nature and scale of Kleinfelder Australia's operations and is compliant to the relevant Australian legislation and other requirements.
- Proactively identify and manage risks to health and safety through a systematic process for hazard identification, risk assessment and effective implementation and ongoing review of controls.
- Implement, review and maintain the Loss Prevention System™ as our behavioural-based safety system to support all personnel in working to achieve our goal of a safe and healthy workplace.
- Establish and nurture a workplace environment and culture that supports mental health and wellbeing by identifying and managing psychosocial hazards and prevents discrimination (including bullying and harassment) through implementation of our Mental Health Matters Policy.
- Promote workplace wellness programs and activities that support healthy lifestyles for our staff and improve workplace morale and productivity.
- Establish, implement and maintain an incident care management process; as Kleinfelder recognises that helping workers to stay at work, or make an early and safe return after an injury, minimises the impact on them and their families.
- Provide access to our Employee Assistance Program (EAP) to ensure that the right level of professional support is available for when our employees are experiencing challenging times.
- Accept that things can go wrong, but as a business actively learn from our mistakes and encourage a culture of reporting and feedback that is non-judgmental and results in incident reduction and performance improvement.



GETTING EVERYONE HOME SAFELY, EVERY NIGHT

Safety is a core value at Kleinfelder. The management team at Kleinfelder Australia are committed to the implementation of our integrated management systems and the development of our staff to ensure this value is engrained in our culture. We expect that employees and contractors conduct their business in a manner that protects the health and safety of themselves and others.

This Policy has been agreed by the Australian Leadership Team and is current as of May 2023. The policy will be reviewed annually to ensure that it remains relevant to Kleinfelder's operations.

Damien Skinner
General Manager

