



## Highlights

- Maintained safety performance  
– **TCIFR improved 3%**
- DuPont Safety Review complete
- Continued safety leadership, culture and systems development

Monadelphous  
NENMAN HUB  
300 M

# Health, Safety and Environment



The health and safety of our employees remains our number one priority – it is fundamental to our culture and strategy. We continue to aim for zero harm across the Company. We strive to minimise our environmental footprint while acting in a sustainable manner.

We have long held an enviable reputation as an industry leader in health and safety performance – we aim to maintain and build on this position.

## Performance

Over the last five years, we have made significant progress towards our ultimate goal for zero harm. An expanding commitment to our safety systems, processes, culture and leadership have translated into significant reductions in injury frequency rates during this time. Since 2003/04, our lost time injury frequency rate (LTIFR) has declined 70% to 0.8 incidents per million hours worked while total case injury frequency rates (TCIFR) fell 71% to 8.3 incidents per million hours worked. To put this into perspective, the Company has experienced rapid rises in total man hours and employee numbers of 262% and 185% respectively over the same period.

During the 2008/09 period, we maintained our strong safety performance and undertook a number of significant measures to drive the next stage of continuous Health, Safety and Environment (HSE) improvements.

## Key Activities

These HSE initiatives included the engagement of world leading safety consultants, DuPont Safety Resources, to conduct a comprehensive assessment of safety across our operations.

The DuPont Safety Review focussed on our HSE systems, management and culture in our quest for zero harm.

Following completion of the DuPont Safety Review, there were a number of valuable findings and outcomes that will strengthen our safety culture. The outputs from this process will also be incorporated into the 2009-2011 Group HSE Strategic Plan including detailed actions to address these opportunities.

This year the HSE team also completed the HSE Management System project which has involved a comprehensive review of all HSE policies, principles, practices, plans and procedures.

The aim of the HSE Management System project has been to ensure there is a consistent and integrated HSE approach across our operations. It will also allow Monadelphous to measure, review and support continuous improvement and ongoing performance across the business, projects and customers.

The revised HSE Management System will now be embedded into the organisation including a comprehensive site-office training program.

Consistent with various group internal efficiency and productivity programs, there has been a review of our HSE resources in order to have the right structure including appropriate resources in the right places. We will continue to optimise our structure and resources in this vital area of the business.

The HSE team has also appointed an additional Environmental Officer in response to growing community expectations in environmental management and excellence. This growing environmental capability has been mandated to drive further environmental system development, awareness and management across the business.

Going beyond statutory requirements, Monadelphous is committed to understanding the full ecological lifecycle of our services and reducing our ecological footprint. To this end, we have now established our baseline greenhouse gas (GHG) intensity and we continue to proactively identify opportunities for ongoing development.

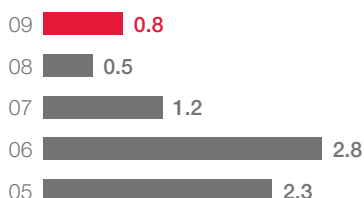
## Outlook

After a year of relatively stable HSE performance, we will be driving the next stage of continuous HSE improvements across the Company.

These continuous improvement programs will include reducing our ecological footprint, embedding our revised HSE Management System and integrating the DuPont Safety Review outcomes into the Group HSE Strategic Plan.

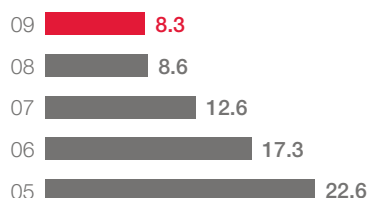
As part of the Group HSE Strategic Plan, we have set ambitious HSE performance targets for 2009/10 and beyond to improve performance. Finally, we will continue to target zero harm and ensure our people have a safe day, every day.

### LTIFR\* [per million hours worked]



\*Lost time injury frequency rate

### TCIFR\* [per million hours worked]



\*Total case injury frequency rate