

# Health and Safety Policy

**Health, Safety and Environment**  
**Monadelphous Group Limited**

## i. Company Definition

This document applies to all sites, employees and activities of Monadelphous Group Limited (herein referred to as The Company).

## ii. Policy

As a leading provider of engineering services to the resources, energy and infrastructure sectors, we are committed to the prevention of all injuries and work related illnesses, including psychological harm, for all people associated with our activities. No business objective comes before health and safety. It is fundamental to our success and forms an integral part of all our activities. This commitment is embodied in the directive and key message *The Safe Way is the Only Way*.

Our objective is to maintain a culture and health and safety management system which ensures the health and safety of all personnel through the provision of visible safety leadership, resources, processes, education and a demonstrated commitment to this policy.

To achieve this objective we shall:

- promote *The Safe Way is the Only Way*, which obliges and authorises our employees and subcontractors' employees to stop work where they deem it to be unsafe to continue;
- promote a culture in which all Company employees and subcontractors share this commitment;
- provide and maintain safe systems of work where hazards and associated risks are identified and eliminated or controlled so far as reasonably practicable;
- promote psychological wellbeing, and actively work towards preventing harm to employees' psychological health from our business activities
- set health and safety targets, monitor performance and ensure learning and continual improvement;
- ensure all plant, equipment and materials are fit for use and maintained in a safe condition;
- provide competent supervision, education, instruction and information to all personnel;
- consult with and enable participation of employees regarding health and safety management;
- identify and comply with relevant legislation and industry requirements; and
- ensure that all our subcontractors comply with this policy.

We all have the responsibility and accountability to maintain a safe work environment, and to identify and manage risks associated with our work.

Through this, and ensuring *The Safe Way is the Only Way*, we will achieve a health and safety performance of which we can be proud and reach our goal of an injury and illness free workplace.



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**Zoran Bebic**  
Managing Director

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