

HEALTH AND SAFETY POLICY

We believe that all work related injuries can be prevented

Safety is a core value of The GPT Group. We care about the health and safety of our employees, service providers, contractors, customers and members of the public above everything else. We strive to eliminate all workplace illnesses and injuries across all aspects of our business through living a 'safety first' culture and encouraging others to do the same.

Our Safety Principles

- All work related injuries can be prevented
- Working safely is not negotiable
- Health and Safety is everyone's responsibility
- Everyone has the authority to speak up if they observe unsafe work practices or conditions

We will:

- Promote a culture of putting health and safety first: everyone, always
- Behave in accordance with GPT's values: in particular, strive to ensure that our workplaces offer the psychological safety employees need to be able to 'speak up', challenge the status quo or ask for support where needed
- Lead through being passionate champions for health and safety, setting high standards through our behaviours and actions, and providing recognition for safety achievements and aligned behaviours
- Consult, collaborate with and listen to our employees, service providers, contractors and other stakeholders so that their input is included in ensuring that we provide an environment that is safe and free from harm
- Proactively assess and mitigate health and safety hazards in a timely manner through effective implementation of our Safety Management System across all our business operations
- Promote the reporting and communication of all incidents and near miss occurrences to facilitate knowledge sharing and continuous improvement
- Regularly communicate health and safety information to our employees and relevant stakeholders and provide health and safety training programs to improve our employees' skills and knowledge
- Establish clear and measurable health and safety targets and objectives, and audit, review, monitor and report on our health and safety performance (both good and bad)
- Comply with all applicable work, health and safety regulations and GPT's policies and procedures.

GPT's vision is to be the most respected property company in Australia. Operating in accordance with our health and safety principles and delivering on the health and safety commitments outlined above is critical to achieving that vision.



Bob Johnston

CEO & Managing Director, The GPT Group

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