

HEALTH AND SAFETY POLICY

Overview

This Policy applies to all employees of the CIMIC Group Limited and its Operating Companies (**the Group**).

CIMIC's principles of Integrity, Accountability, Innovation and Delivery guide our actions, and Safety underpins everything we do.

Providing work environments that promote and support the health and safety of Group employees, sub-contractors and visitors to our work places, is fundamental to the sustainability of our business.

We are committed to:

- The elimination of work-related fatalities and permanent disabilities, and the systematic reduction of all other work-related injuries,
- Continuously improving Group safety performance, and
- Promoting employee physical and mental wellbeing.

Each Group Company is required to:

- Comply with all applicable legal, regulatory and contractual requirements, associated with the safe delivery of operations
- Develop and implement management systems and practices to manage safe, sustainable and efficient operations,
Develop and implement employee health and wellbeing plans reflecting their unique operating environments.

This Policy should be read in conjunction with Group Company Safety Procedures and Standards, the CIMIC Code of Conduct and the Group Anti-discrimination, Harassment and Discrimination Procedure, and Responding to the Death of an Employee procedure.

Policy Information

Owner:	Chief Human Resources Officer, CIMIC
Approved by:	Chief Operating Officer, CIMIC
Version Number:	1.0
Effective date:	23 February 2016

Note: CIMIC Group policies may be amended from time to time.