

# Healthy, Safe & Respectful Workplace Policy



## Our commitment

Thiess is committed to having a respectful workplace where everyone is safe everyday.

**Purpose:** This policy describes Thiess' high-level commitment to health, safety and psychological well-being through the implementation of our health and safety management system. The policy is available to all employees, including contractors and other stakeholders, and is displayed in all our workplaces.

### RISK MANAGEMENT

- Understand our hazards and embed risk management practices into daily work tasks
- Identify opportunities to improve our capacity to achieve successful outcomes
- Identify and proactively manage changes and emerging trends
- Integrate the risks associated with workplace bullying and harassment into relevant management systems
- Implement a systematic, risk-based audit schedule
- Comply with relevant legislation, client and Thiess requirements
- Execute thorough, timely investigation of events and close out of actions

### STANDARDS

- Establish lead and lag indicator targets that drive best practice performance
- Regularly benchmark our health and safety performance against industry data
- Continuously improve our Health and Safety Management System by setting challenging objectives and targets
- Check and monitor the implementation of our management systems through our governance program
- Integrate *everyone matters always* into our workplace

### COMMUNICATION

- Clearly define health, safety and respectful workplace responsibilities
- Actively engage, communicate and collaborate with our people, clients, subcontractors and suppliers about healthy, safe and respectful workplaces
- Speak up and challenge any unsafe activity or behaviour without fear of retribution
- Share and implement learnings
- Use inclusive language that shows respect
- Recognise safe and successful outcomes

### INVOLVEMENT

- Train, educate and develop our people
- Promote a respectful and inclusive work environment
- Demonstrate positive behaviours aligned with our company health, safety and respectful workplace
- Report and investigate events with transparency
- Encourage and enable innovative, efficient solutions to enhance our performance and establishment of a healthy, safe and respectful workplace

Michael Wright

Executive Chairman and Chief Executive Officer  
September 2025