

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