



Health Safety and Environment

Policy

GHD Group

01 April 2024

→ The Power of Commitment



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1. Introduction

GHD Group is a group of global professional services companies providing engineering, environmental, advisory, architecture, digital and construction services to private and public sector clients. GHD delivers innovative and responsible business solutions and supports sustainable and socially responsible practices that help achieve GHD's Purpose and Vision in alignment with our Values.

Our Purpose: Together with our clients, we create lasting community benefit.

Our Vision: Water, energy & communities made sustainable for generations to come.

Our Values: Safety, Teamwork, Respect, Integrity

Pursuant to its [Risk Appetite](#), GHD seeks to deliver returns through the safe, ethical and profitable delivery of professional services and digital solutions to clients on a fee-for-service or other compensation basis.

2. Purpose

The purpose of this document is to establish the practices for the management of HSE in all aspects of GHD operations.

3. Application

This Policy applies to all of GHD unless the Board specifically indicates otherwise or local legislation prevents its application.

4. Commitment

Core to GHD's values is the health and safety of our people, clients, visitors and business partners. Our guiding principles of environmental stewardship and technical and scientific integrity are outlined in our [Sustainability and Social Responsibility Policy](#).

GHD seeks to create a culture in which health, safety and environment (HSE) principles are front of mind and part of everyday business. GHD is committed to eliminating or reducing to So Far As Reasonably Practicable (SFARP) the risk of injury and ill health; to minimising our impact on the environment through leading industry practice; and to preventing pollution.

GHD's Health Safety and Environment Policy demonstrates our commitment to ensuring a safe and healthy work environment for our people. This commitment and support are important factors that influence GHD's safety culture and performance at an organisational level, as well as the morale and motivation of our people.

The Health Safety and Environment Policy is summarised in the HSE System Statement in [Appendix A](#).

5. Leadership and responsibilities

GHD's [Code of Conduct](#) establishes our behaviour expectations and conduct requirements for all employees. GHD's core values include Safety, Teamwork, Respect and Integrity. HSE leadership is illustrated by all levels of GHD management. Resources, responsibility and accountability are appropriately allocated for the maintenance and continual improvement of HSE.

The GHD Group Board and Enterprise Leadership Team (ELT) assume ultimate responsibility for GHD's HSE performance. The Chief Risk Officer (CRO) is the delegated executive responsible for HSE, supported by the Enterprise Leader, HSE. The Board and ELT are responsible for setting the strategic direction of the organisation and ensuring that the organisation has the necessary resources to achieve its goals, particularly:

- Establishing policies and procedures for managing health and safety risks in the workplace.
- Ensuring that the organisation complies with relevant legislation and regulations related to health and safety.
- Providing leadership and direction to the organisation on health and safety matters.
- Allocating resources to support the implementation of health and safety policies and procedures.
- Monitoring and reviewing the effectiveness of health and safety policies and procedures.
- Reporting on health and safety performance to stakeholders.

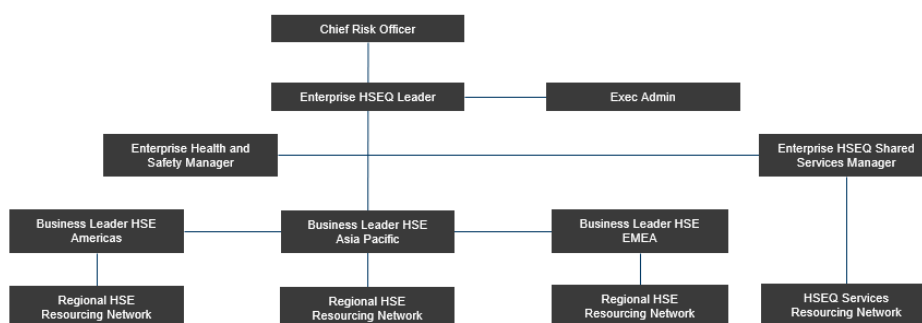
Accountability for HSE in each Region is delegated to the Regional General Manager, with support provided by a centrally coordinated regional HSE network. A senior management representative in each Region is appointed as responsible for HSE and suitable trained and qualified resources are established (to facilitate effective delivery of the HSE Management System and achieve continual improvement).

Project Managers are responsible for the planning and implementation of HSE on each project. For large, complex jobs, designated HSE resources may be appointed to provide project specific support and management.

The HSE responsibilities matrix is detailed within the [HSE Management Standard](#) and HSEQ organisation structure is illustrated below:



Enterprise HSE Organisational Chart



6. Risk management

Risk management is a cornerstone of GHD's HSE strategy and effective identification and management of HSE risk is a hallmark of a high performing organisation. This is achieved through effective:

- Risk assessment (with a lens of So Far as Reasonably Practicable)
- Management of and reporting on critical risk
- Safety in Design
- Change Management

Risk management process requirements are detailed within the [HSE Management Standard](#).

7. Training

Personnel including staff, vendors and visitors are aware of relevant HSE hazards and requirements and are suitably qualified and experienced to undertake their activities. This is achieved through effective:

- Training needs analysis
- General training (e.g. Induction/Onboarding)
- Role training
- Process specific and compliance training

Training process requirements are detailed within the [HSE Management Standard](#).

8. Project delivery

GHD's business is carried out through the execution of a significant number of discrete projects for clients. GHD's management system identifies the measures implemented by GHD to enable the winning and delivery of projects to meet client expectations.

Project delivery process requirements are further detailed in the [Winning and Delivering Projects Policy](#).

9. Vendor management

The contracting of services, the purchase, hire or lease of equipment and materials, and activities with vendors are carried out so as to minimise any adverse HSE consequences and, where possible, to enhance community development opportunities.

This is achieved through embedding HSE risk mitigation within each of the critical stages of the vendor management process to confirm GHD vendors share our commitment to HSE and perform to specific standards, are contracted appropriately and informed of critical risk of each project and perform their activities in accordance with legal and GHD expectations during the contracted period.

Vendor management process requirements are detailed in the [HSE Management Standard](#).

10. Incident management

Reporting, investigation and analysis of incidents, including near misses is fundamental to a healthy organisational culture. Jurisdictionally compliant, supportive, consultative and equitable injury management/return to work processes are established to ensure staff suffering an injury or illness are managed appropriately. This is achieved through effective:

- Hazard and Incident Reporting
- Hazard and Incident Investigation
- Injury Management/Return to Work
- Reporting to regulators and clients

Incident management process requirements are described in the [HSE Management Standard](#).

11. Compliance monitoring

Regional HSE Compliance Schedules, set out a range of HSE compliance monitoring activities aimed at identifying opportunities for improvement. The [HSE Management Standard](#) describes requirements for reviewing our business practices and includes:

- Regional Compliance Audits
- Annual Management Review
- External audit – as part of international certification to ISO45001 and ISO14001
- Client HSE audits – as part of via prequalification requirements and verification audits

Regional audits are undertaken by trained and accredited auditors.

12. Performance measurement and reporting

GHD implements a model of lead indicator focussed activities as a means of positively engaging our people in safety behaviours, which if successful placing downwards pressure on incident rates (i.e. lag indicator).

Environment specific targets (e.g. carbon reduction) and the reporting thereof, are the responsibility of the Enterprise Leader, Sustainability.

HSE performance is recorded and measured in accordance with the [HSE Management Standard](#). This information is amalgamated and reported to management as part of the governance reporting framework, including the following:

- GHD Board – half yearly as part of Half Year and End of Year reporting
- Enterprise Leadership Team – monthly as part of Risk Report

HSE performance data is measured against the previous five years to illustrate annual performance trends.

Data management and reporting is facilitated by GHD's GRC Hazard and Incident Module and the PowerBi HSE dashboards.

Key HSE targets are set out in Table 1 below:

Table 1 HSE performance targets

Measure	Focus	Target
Positive interactions	Lead Indicator	3/FTE/year
TRIFR (200,000hr multiplier)	Lag Indicator	Less than 0.2

13. Subordinate documents

The following framework documents support the Health Safety and Environment Policy:

Table 2 Subordinate documents

Document	Approval authority
HSE Management Standard	ELT

Appendices

Appendix A

HSE System Statement



GHD Group

HSE System Statement

Core to GHD's values is the health and safety of our people, clients, visitors and business partners and the management of our potential environmental impacts.

We seek to create an outlook and culture in which health, safety and environment (HSE) principles are front of mind and part of everyday business. We are committed: to eliminating or reducing to So Far As Reasonably Practicable (SFARP) the risk of injury and ill health; to minimising our impact on the environment through leading industry practice; and to preventing pollution.

With these goals in mind, the effective delivery of our services will be achieved through the development, implementation and ongoing review of a robust HSE management system, comprising:

- Objectives and measurable targets that promote a strong HSE culture
- Defined responsibilities for our people including those that work on our behalf as subcontractors and subconsultants
- Consultation and participation mechanisms that involve our people, employee representatives and proactive communication throughout the organisation
- Risk management processes that exceed minimum compliance with relevant legal and non-statutory requirements
- Safety in design principles that encompass the full project lifecycle
- HSE training to enable our people to safely undertake their work activities and ensure environmental impacts are managed
- Incident management and injury rehabilitation
- Monitoring and reporting performance against HSE indicators
- Internal review for continual improvement

We seek the cooperation of our people in satisfying their duty to health and safety, and the management of environmental impacts.

We are committed to implementing continual improvement strategies and allocating resources in our drive towards risk minimisation and lasting HSE benefits to our stakeholders.

Rob Knott
Chair

Jim Giannopoulos
Chief Executive Officer

April 2024

