GHD Group

Board Statement – Health, Safety and Environment

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 in order to achieve 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.

Ian Fraser
Chair

Jim Giannopoulos
Chief Executive Officer

August 2025