



## Health, Safety, Environment & Community Policy

At Incitec Pivot we are committed to:

- **Zero Harm for Everyone, Everywhere.**
- **Caring for the Community & our Environment.**

We believe that all work-related injuries, illnesses and environmental incidents are preventable, and we want to be a valued member of the communities in which we operate. In particular, we will:

### Health & Safety

- Provide a safe and healthy working environment for employees, contractors and visitors, and promote safe behaviours.
- Establish and maintain health and safety management standards, and systems, in compliance with relevant industry standards and regulatory requirements.
- Identify and assess hazards to safety and health and control them as part of a total risk management process.
- Require every employee and contractor working for us to comply with relevant legislation and the health and safety management standards, systems, established to ensure the safety of the workforce. We will provide them with the necessary training to enable them to have the knowledge and skills to undertake their work in a safe and healthy manner.
- Ensure that every employee and contractor has the responsibility and authority to stop work if there is unacceptable risk of harm to people, communities, the environment or sites of cultural significance to Indigenous communities.
- Maintain a strong safety culture of safe ground where everyone feels safe to speak up and is confident that their concerns will be heard.

### Environment & Community

- Conduct our operations in compliance with all relevant environmental licences and regulations.
- Promote the efficient use of resources and energy.
- Identify and assess hazards to the environment and control them as part of a total risk management process.
- Strive to minimise our impact on the environment, including minimising our greenhouse gas emissions, and aim to create green solutions for the future.
- Strive to be a valued corporate citizen in the communities in which we operate.
- Respect our neighbours, their values and cultural heritage, and be considerate to them in carrying out our operations.

On each of these areas, we will:

- Strive to continually improve;
- Report on the progress made on our health, safety, environment and community performance;
- Encourage everyone to carry our commitment to health, safety & environment to their homes and to the community.

We make this commitment to our employees, contractors, customers, shareholders and the community as we work towards Zero Harm for Everyone, Everywhere and Caring for the Community & our Environment.

A handwritten signature in black ink, appearing to read "Jeanne Johns".

**Jeanne Johns**  
Managing Director & CEO  
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