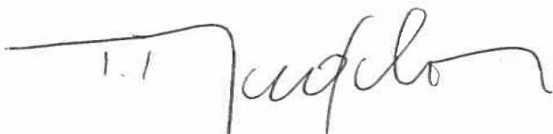


COLAS Australia Group (CAG) recognises that it has a statutory as well as a moral obligation to provide and maintain a working environment that is safe, without risk to health and ensures the welfare of all employees, suppliers, visitors and general public involved in all its current processes and activities.

As a consequence, its Workplace Health Safety and Rehabilitation Policy and objectives may be stated as follows:

- Monitor and comply with all statutory, clients, licence/permits and other requirements with respect to WHS and Rehabilitation.
- Prepare, maintain and implement WHS management system that is documented, practical, working effectively and relevant to CAG's processes and activities.
- Review CAG's WHS and Rehabilitation Policy and Management System for continuing suitability on an annual basis as part of corporate and communicate outcomes to various company levels and function.
- Ensure all managers, supervisors, employees and suppliers are aware of and accept their responsibility to provide a safe work environment.
- Ensure all CAG employees, suppliers are aware of and comply with the WHS and Rehabilitation Policy and CAG's Integrated Business Management System.
- Establish and communicate measurable objectives, targets and performance measures on a corporate, functions and project levels and regularly review progress against the targets set as a minimum on annual basis.
- Involve all our people in WHS management through active consultation and by contributing to identifying, assessing and eliminating or controlling hazards and reviewing health and safety performance.
- Prepare, communicate and implement emergency management procedures for all facilities and workplaces.
- Ensure all incidents are reported, recorded, root causes identified, risk evaluated and where injury or illness occurs, help our people to achieve full recovery through prompt treatment and active rehabilitation by providing suitable duties.
- Ensure that all equipment's and substances including suppliers are safe, appropriate for the activities, inspected, maintained and without risk to health.
- Allocate resources to meet the commitments of this Policy.
- Develop safety awareness throughout CAG by initial and ongoing education and training of all staff, employees and suppliers.
- Implement a monitoring and measurement process including inspections and auditing of all the current processes and activities.
- To use current industry best practice of continuous improvement process to manage and improve its Workplace Health, Safety & Rehabilitation Management System.

This signed policy statement will be displayed throughout CAG's establishments, explained to all our employees, suppliers and visitors as part of inductions. It confirms our personal commitment to making CAG workplaces healthy and safe for all our people.



**Dated: 10/05/2023**

**Thierry Madelon**  
**Group Chief Executive Officer (CEO)**  
**COLAS Australia Group**