



## GHD Group

### Health, Safety and Environment (HSE) Policy

At GHD, the health and safety of our people, clients, visitors and business partners are key priorities, as are the identification and management of our potential environmental impacts.

We seek to create an outlook and culture in which HSE principles are front of mind and part of everyday business. We are committed to minimising injury and ill health, and to minimising our impact on the environment in order to achieve leading industry practice.

With these goals in mind, the effective delivery of our services will be achieved through the development, implementation and ongoing review of a robust health, safety and environment (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
- Consultative mechanisms 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.

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**Russell Board**  
Chairman

A handwritten signature in black ink, appearing to read 'Ian Shepherd', written in a cursive style.

**Ian Shepherd**  
Chief Executive Officer

March 2012