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The GHD Group

Health and Safety Policy

GHD aims to provide a healthy and safe workplace for our people, clients, visitors and business partners (our stakeholders). Our approach is to adequately resource and integrate health and safety principles into everyday business. We are committed to minimising injury and ill health and achieving leading industry practice.

We will consider the safety of our stakeholders during the delivery of services and aim to meet or exceed our moral, legal and other health and safety obligations, including those additional obligations placed upon us by our clients. This will be achieved through development and implementation of a robust health and safety management system that comprises:

- ▶ defined responsibilities for all GHD people.
- ▶ objectives and measurable targets that promote a strong health and safety culture.
- ▶ consultative and communication arrangements throughout the organisation.
- ▶ risk management philosophies to facilitate risk reduction.
- ▶ safety in Design principles throughout the lifecycle of a project.
- ▶ health and safety training to enable GHD people to safely undertake their work activities.
- ▶ incident management and rehabilitation.
- ▶ internal review for continuous improvement.

We seek the cooperation of all GHD people in satisfying their duty to their own and others' health and safety.

The GHD management team is committed to implementing continuous improvement strategies in our drive towards risk minimisation and lasting health and safety benefits to our stakeholders.

Des Whybird
Chairman

Ian Shepherd
Chief Executive Officer

September 2009

