




# Clough Guideline

## Health & Safety Policy

### CLOU\_QHSE\_QHSE\_GUID\_001\_R00

<b>Macro-Process</b>	Staff
<b>Process</b>	QHSE
<b>Sub-Process</b>	---

<b>Process Owner</b>	QHSE
<b>Verified by</b>	QHSE – Compliance – Organization and Change Management – Legal

	<b>Organizational Unit</b>	<b>Signature</b>
<b>Approved by</b>	Chief Financial Officer	
	Chief Executive Officer	
	Executive President	

#### Guideline Reviews

<b>Review</b>	<b>Date</b>	<b>Description</b>
00	09/04/2024	First Issue

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## Health and Safety Policy

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Clough is a pioneering project delivery company that harnesses innovative engineering and construction solutions to improve peoples' lives today and tomorrow. With its parent company, Webuild, Clough's people are committed to delivering exceptional projects for its industries and communities, as a partner for a sustainable future.

We are pioneers. We're not afraid to try something new, push the boundaries, and go where others haven't. We enrich the lives of those in the communities in which we work and live.

The synergies Clough and Webuild bring to the engineering and construction industry in Australia are unparalleled, with a commitment to providing innovative solutions and local complex project expertise.

The Webuild Group, strengthened by its values of Excellence, Respect, Sustainable Innovation, Integrity and Trust, is committed to contributing to the economic development and social well-being in the communities in which it operates.

Clough ensures human, financial and technological resources are provided for the active management and maintenance of the Clough Management System, aligned with the requirements of ISO 45001.

Our commitment to Health and Safety will be demonstrated through:

**Ethics and Responsibility** – We adhere strictly to all ethical and legal standards, employing a risk-based approach to health and safety.

**Excellence and Innovation** – We collaborate with our partners to ensure that safe, state of the art and innovative technologies are considered when designing and implementing work activities.

**Achieve Zero Harm** – Our workers' Health and Safety are non-negotiable priorities. Our target is Zero accidents.

**Safety Culture and Leadership** – Leadership is a key lever for safe behaviours across the organisation. We value safety contributions from each other and suppliers, with a focus on celebrating team achievements. We believe zero harm is achievable.

**Employee Safeguard and Development** – Priority is given to preventing harm to our people. All employees are trained and assessed to ensure an adequate level of competence is achieved to perform high-risk tasks. Implement procedures and apply them consistently to achieve the health and safety objectives and targets across all operations.

**The Right to Intervene** – Our people have the right to intervene. We are empowered to protect everyone's right to live and work in a healthy and safe environment.

**Supply Chain Integration** – We engage suppliers and subcontractors aligned with the Webuild Group's commitment to health and safety principles and values.

**Transparency** – We prioritise transparency for all shareholders and stakeholders in regard to safety and health reports, data and other information pertinent to demonstrate the performance of our Occupational Health and Safety Management System.

**Relationships** – We maintain ongoing communication with all stakeholders involved in our workplace and on our projects. We continually evaluate the Health and Safety conditions of the work environment and consult with stakeholders on changes to safety processes and decisions that can affect working conditions.

**Continuous Improvement** – We consider the effect of Climate Change on the ability to achieve the intended results of the management system. We continuously enhance the occupational health and safety component of the Clough Management System, fostering global-to-local knowledge sharing and leveraging lessons learned for improved performance across the Webuild Group.