

## Work Health and Safety Policy

Birdon is committed to providing a safe working environment for all our employees, across all divisions, at all our places of work to continually improve our work, health and safety performance.

### Scope

This policy applies to all Birdon operations including marine, engineering, dredging, disposals and shipping. All employees, contractors and visitors are also required to follow the requirements of this policy.

'Birdon' refers to Birdon Pty Ltd, Birdon Operations Pty Ltd, Birdon (QLD) Pty Ltd and Birdon (NT) Pty Ltd.

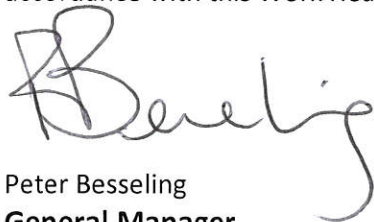
### Policy Implementation

To achieve the objectives of this policy, Birdon shall:

- Systematically manage the work health and safety aspects of our operations, through the implementation and maintenance of our Integrated Management System based on, and certified to, ISO 45001 and other standards;
- Integrate work health and safety considerations into project planning and decision making;
- Comply with all statutory requirements relevant to the business that apply to the health and safety of workers, contractors and visitors;
- Where required, consult and comply with all relevant industry codes, standards and guidelines that apply to the health and safety of workers, contractors and visitors;
- Establish measurable and achievable objectives and targets, with the aim of eliminating, or mitigating work-related incidents in our activities, products and services as far as reasonably practicable;
- Define roles and responsibilities regarding work health and safety objectives;
- Provide ongoing education and training to all our workers where required;
- Communicate and consult with workers and other interested parties, to improve decision-making on work, health and safety matters;
- Monitor and review operations regularly to achieve a cycle of continual improvement in our work health and safety performance;
- Investigate incidents, with actions implemented, reviewed and lessons learnt recorded; and
- Distribute health and safety information, including this policy, to all workers and interested parties.

### Commitment

The Senior Management Team is fully committed to providing a safe working environment at all our places of work. All Birdon employees and contractors accepting work with Birdon, are committing to operate in accordance with this Work Health and Safety Policy.



Peter Besseling  
**General Manager**

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MARINE | ENGINEERING | DREDGING | DISPOSALS | SHIPPING

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