

HEALTH SAFETY ENVIRONMENT POLICY

June 2024

Purpose

This policy outlines Mirvac's commitment to safeguarding the physical and psychological health and safety of its people while maintaining reliable, safe and environmentally responsible operations for its direct stakeholders and the broader community.

Mirvac will enact this policy through the following approach:

Physical and Psychological Health and Safety

We prioritise people's physical and psychological health and safety, adopting a preventative approach to work-related physical and psychosocial hazards and equipping our leaders with the necessary knowledge and tools to create a positive, supportive, and psychologically safe work environment.

Operating Reliably, Safely and Responsibly

Mirvac's approach to Health, Safety, and Environment adapts to the context of its operating environment. Our products, places, and processes adopt standards that emphasise reliable, safe and environmentally responsible performance.

To support this, we prioritise major hazards, encouraging leaders to adopt a curious and questioning mindset, 'chronic unease,' and to assess major hazard risk exposure via core business practices and existing strategic business decision-making forums.

Mirvac's HSE Management System

To enable Mirvac to deliver on this policy, Mirvac's HSE Management System and accompanying Mirvac Minimum Requirements (MMRs) provide the operational framework, procedures, and tools that enable leaders, employees, suppliers, and partners to achieve their objectives and be accountable for their inputs and actions.

The executive leadership team commits Mirvac to implement this approach (Policy and HSE Management System) and assigns responsibility to all divisions and personnel across Mirvac.



Campbell Hanan, CEO and Managing Director

1.1 Related Policies

A copy of Mirvac's Inclusion Policy can be accessed [here](#).

A copy of Mirvac's Bullying & Harassment Prevention Policy can be accessed [here](#).

Employees who are personally experiencing the effects of and directly affected by domestic and family violence can view what support is provided through the Leave Policy, which can be accessed [here](#).

1 Policy Review and Approval

Group HSE must review This policy every three years or earlier where required. It must also be approved by ELT and the Mirvac Group Board, even if no changes have been made during the review. The ELT member overseeing Group HSE may approve minor administrative amendments other than the scheduled three-year review.

2 Version History

Version Number	Review Date	Approval Date	Comments – key changes
1	August 2019		Approved by ELT and MGR Board
2	11 October 2021		Approver changed from ELT to MGR Board.
3	27 May 2024	4 June ELT and 17 June MGR Board	<ul style="list-style-type: none"> On the “Operating Reliably, Safely and Responsibly” section, a tightening of the wording and the inclusion of leadership’s role as part of the major hazard focus, as opposed to a separate section The addition of a reference to our HSE Management System and MMRs, which enables us to enact this policy and ensure people see this document for what it is (signalling intent) A reference to leadership making demands of people to enact this approach, as opposed to “I” (Campbell) Updated to include Campbell’s signature