

Haynes Group Health, Safety, Environment Policy

There is nothing more important than championing the values of our approach to Health, Safety, Environment and Quality. We take our responsibility seriously, and that means we comply with all applicable acts, regulations, codes of practice requirements and work procedures.

People do amazing things and we believe we all have the courage and conviction to shape a smart, healthy and safe workplace. We enable this to happen by creating a supportive, innovative and fun culture. One that is honest, open, and based on mutual respect.

We implement targets and measure performance, so we can constantly improve on what we do. Most importantly, we encourage and support everyone to:

- Speak up and take accountability – this is our Value of **Integrity**
- Respect and respond positively to others, and encourage alternative ways of thinking – this is our Value of **Diversity**
- Share learnings, learn from mistakes and genuinely share our knowledge – this is our Value of **Back our people**
- Pause, reflect and then act on our findings – this is our Value of **In the Know**
- Look out for each other – this is our Value of **How we Engage**

We believe in simplicity through fearless innovation, and we bring this belief to life by continually growing and evolving as individuals and as a business. It is how we keep our promise of:

- Getting everyone home safe, every day
- Supporting our people to be healthy and well
- Lightening our footprint on the environment
- Embracing our community
- Creating a sustainable organisation for generations to come

Being committed is following through with what we say - we're not just talk. Living and communicating this policy demonstrates that we honour our word and puts our words into action.

This policy applies to all of us, whether we are a worker, visitor, client and/or any other person within the Haynes Group of Companies.



Rob Freeman
Chief Executive Officer

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