

The Hiway Group is committed to promoting a culture where harm to our people and the environment through work activities is unacceptable. To meet this commitment, the Company will provide healthy and safe working conditions for all people associated with our business, including employees, contractors, suppliers and visitors. The Hiway Group will work towards the elimination of work-related injuries and illness and to meet our commitment to the environment operate in a manner that prevents harm to the environment and that manages resources sustainably and responsibly.

At Hiway Group all managers, supervisors, employees and contractors have a responsibility for implementing this Policy by striving to achieve No Injuries and No Environmental Incidents with respect to People, Places or Property. The Hiway Group aims to have a Zero Harm performance of which all are proud, earning the confidence of customers, employees, shareholders and stakeholders, while at the same time making a significant contribution to sustainable development.

***To meet the intent stated above all the Hiway Group will:***

- Demonstrate leadership and commitment through all managers and supervisors who are held accountable for Zero Harm performance of their businesses;
- Ensure that all incidents and injuries are accurately reported and recorded;
- Encourage employee consultation and participation in all matters relating to Zero Harm;
- Have a systematic approach to Zero Harm management and ensure compliance with all applicable legislation and Hiway Group Zero Harm policies;
- Constantly improve Zero Harm systems and processes through regular review;
- Set appropriate performance criteria and targets, with a focus on the implementation of annual Zero Harm Plans, accurate measurement and reporting at all levels;
- Regularly provide feedback to all employees on their Zero Harm performance;
- Identify all existing and new Zero Harm risks, hazards and aspects and take all reasonably practicable steps to eliminate, isolate or minimise the exposure to any hazards and impacts. Ensure that all employees are made aware of the risks, hazards and aspects at their place of work and take responsibility for their safety and the safety of others within their workplace;
- Develop strategies to identify sustainability challenges and opportunities to promote responsible environmental management;
- Ensure that all employees receive Zero Harm training, information and instruction relative to their position;
- Include measurable Zero Harm roles and responsibilities in the job descriptions of all staff, conducting annual appraisals of Zero Harm performance;
- Encourage employee consultation and participation in all matters relating to Zero Harm;
- Require contractors to manage Zero Harm in line with the Hiway Group Policy and Commitment.

This signed statement of Policy confirms our personal commitment and will be displayed at all places of work.



**Christopher Ellis**  
Chairman of the Board



**John Boocock**  
Managing Director



**Peter Metcalfe**  
Chief Executive