

Policy for Health & Safety

Clough values a safe and healthy workplace. We ensure that our employees and subcontractors are dedicated to a process of planning and preparation, which identifies and mitigates risk to all personnel, operations, physical assets, the environment and the community. We also ensure human, financial and technological resources are provided for the active management and maintenance of the Health and Safety Management System, aligned with the requirements of AS/NZS 4801:2001 and OHSAS 18001:2007. We demonstrate leadership and health and safety responsibilities by actively fostering the principles of:

PERSONAL RESPONSIBILITY

As individuals, we are all personally responsible for complying with applicable HSE legislation, regulations and standards, the Clough HSE Management System and the HSE requirements of our clients during the performance of every work function or activity.

ACCOUNTABILITY

At all levels in our organisation we pursue the goals of continual improvement leading to enhanced HSE performance and the achievement of the objectives and targets established annually by the Company's senior management team.

RISK MANAGEMENT

As an integral part of our business, we apply sound risk management principles, and allocate sufficient time and resources to effectively identify, control and eliminate the workplace hazards that may cause injury and illness.

LEARNING CULTURE

We actively promote open communication and continuous learning based on employee input, comprehensive investigation and the provision of ongoing training and information on HSE matters. Organisational and personal growth is achieved through continual education, collective vigilance and shared knowledge and experience.

ONE CONSISTENT APPROACH

We implement procedures and apply them consistently to achieve our HSE objectives and targets across all operations.

This policy is supported by our:

- Policy for Clough People
- Policy for Fitness for Work
- Policy for Injury Management
- Policy for Environment, Sustainability and Community

The Chief Executive Officer of Clough Limited is accountable to the Board of Directors for ensuring that this Policy is implemented throughout Clough's operations. This Policy will be reviewed every three years.

This policy is available to all employees, other interested parties and the public upon request.



John Smith
Chief Executive Officer
Clough Limited
February 2011