

Policy for Health and Safety

Clough values a safe and healthy workplace. Clough ensures that employees and subcontractors are dedicated to a process of planning and preparation, which identifies and mitigates risk to all personnel, the environment and the community across Clough managed sites and throughout a projects' lifecycle.

Clough ensures human, financial and technological resources are provided for the active management and maintenance of the Clough Management System, aligned with the requirements of AS/NZS 4801:2001 and OHSAS 18001:2007.

Clough's employees and subcontractors demonstrate their commitment to health and safety by;

- Sharing a belief in a culture of zero harm where harm to people or the environment is unacceptable;
- Regularly reviewing performance, activities undertaken and the associated risks;
- Planning effective responses to incidents and emergency events;
- Reporting and investigating all incidents to identify and implement corrective actions;
- Assessing changes in design, organisation and the workplace to identify and mitigate health and safety risks.

PRINCIPLES:

Whenever Clough operates the following principles apply to instil a zero harm culture and promote health and safety hazard management in all its operating environments:

- **Personal Responsibility** - Individuals take personal responsibility to comply with applicable legislation, regulations and standards, Client obligations and the health and safety requirements detailed in the Clough Management System.
- **Accountability** – At all levels of the organization we pursue continual improvement, leading to enhanced health and safety performance and the achievement of the objectives and targets established annually by the Company's senior management team.
- **Risk Management** - Apply robust risk management principles, and allocate sufficient time and resources to effectively identify, control and eliminate workplace, Major Accident Event hazards and project design hazards that may cause injury and illness.
- **Learning Culture** - Actively promote open communication and continuous learning, based on employee input, conduct comprehensive investigation and provide ongoing training and information on health and safety matters.
- **One Consistent Approach** - Implement procedures and apply them consistently to achieve the health and safety objectives and targets across all operations.

The Chief Executive Officer of Clough Limited is accountable to the Board of Directors for ensuring that this Policy is implemented throughout Clough's operation.

Clough undertakes to communicate this policy to all persons working for or on its behalf and to the public as required. The policy will be reviewed annually to ensure relevance to Clough business activities.



Peter Bennett

Chief Executive Officer & Managing Director
Clough Limited
November 2018

All personal information obtained by Clough during the implementation of this policy will be controlled in accordance with the Clough Policy for Privacy and the Privacy Amendment (Private Sector) Act 2000.