

HEALTH AND SAFETY POLICY



At Synergy, the health and safety of our people is central to everything we do. It is our policy to conduct business in a manner that protects our people, our business partners, customers and the community.

OUR PRINCIPLES:

1. We are all personally committed to continually improve our safety performance (*Innovation*)
2. We are all accountable to do what is required of us to keep everyone at Synergy healthy and safe (*Accountability*)
3. We are all committed to each other's safety and wellbeing (*Collaboration*)
4. No business need takes precedence over our commitment to work safely (*Trust*)



To achieve this, Synergy will:

- Lead, train and motivate our people and our contractors to create and maintain a positive culture for our business that contributes to safe, healthy and efficient operations.
- Establish, monitor and review objectives and targets that will drive continuous improvement in our safety and health performance.
- Provide health and wellbeing support to enhance our people's physical and mental health and well-being.
- Consult with our employees, contractors and community on health and safety issues.
- Continually and proactively identify and effectively manage the hazards and associated risks of operating our business.
- Ensure our people are competent and have adequate resources and safe systems of work in place to perform work safely.
- Learn from incidents and apply learnings to minimise future risk.
- Meet or exceed our legal and regulatory requirements.
- Provide a suitable injury management and return to work program.



JASON WATERS, CEO
DECEMBER 2018

