

HEALTH, SAFETY & WELLBEING POLICY

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

OUR PRINCIPLES:

1. We are all personally committed to continually improve our health and 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 committed to each other's health, safety and wellbeing (*Collaboration*)
4. No business need or activity takes precedence over our commitment to health and safety (*Trust*)



To achieve this, Synergy will:

- Lead, train and empower our people and our contract partners to create and maintain a positive health and safety culture for our business.
- Establish, monitor and review objectives and targets that will drive continuous improvement in our health and safety.
- Provide health and wellbeing support to enhance our people's physical and mental health and well-being.
- Consult and promote participation with our people, contract partners, customers and the community on health and safety opportunities and issues.
- Continually and proactively identify and effectively manage the physical and psychological hazards and associated risks of operating our business.
- Identify, understand, and control process related hazards and risks through our process safety management systems and processes.
- 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 risk.
- Meet our legal and regulatory requirements.
- Provide suitable injury prevention and injury management programs.

JASON WATERS, CEO
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