

Safety and Wellbeing Policy

Purpose

MLPL is committed to a safe and healthy workplace and prioritising protecting the physical and psychosocial health, safety and wellbeing of our people, contractors, suppliers, customers and communities. We believe that physical and psychosocial health, safety and wellbeing is achieved through enabling and influencing a best practice safety culture that goes beyond technical compliance.

This policy describes our strong commitment to this philosophy.

Scope

This policy applies to the MLPL Board, our employees, delivery partners, contractors and service providers whilst engaged in activities undertaken as part of their work with MLPL.

This Safety and Wellbeing Policy is to be read together with our:

- Safety and Wellbeing Management Framework;
- related safety and wellbeing procedures; and
- MLPL's Code of Conduct.

Our Policy Principles

We believe it is our social and legal responsibility to provide a physically and psychosocially safe and healthy work environment. Our policy principles embrace a culture where people experience trusting, inclusive and collaborative relationships and are able to safely perform at their best.

Providing safe and healthy work environments –

We empower leaders and teams to prevent harm. This involves creating a strong safety culture that values safety over other project priorities, by seeking to reasonably:

- Prevent harm with a safety-first approach

- Promote a strong health, safety and wellbeing culture through sustainable work designs and positive, strengths-based approaches
- Respond to health, safety and wellbeing injury/illness with care by supporting safe disclosure, recovery and return to work.

Enabling people to make safe decisions – We appropriately consult with stakeholders when making safety and wellbeing decisions and ensure our people are empowered to make safe decisions and be accountable for their behaviours in relation to safety.

Integrating health, safety and wellbeing into all our activities – We:

- Actively identify physical and psychological hazards and eliminate or manage the associated risks so far as is reasonably practicable
- Empower our people to make safe choices and to prevent, intervene, speak up, or stop work activities where anyone's health, safety and wellbeing is compromised
- Develop, implement and improve business systems, processes and plans to protect the health, safety and wellbeing of those to whom we owe a duty of care
- Allocate health, safety and wellbeing roles and responsibilities to all people and consult with those best placed to create and co-design safe solutions
- Integrate health, safety and wellbeing risk management principles into all planning and operational activities
- Provide fit-for-purpose management systems, digital solutions, collaborative tools, materials, facilities and protective equipment.

Creating a learning culture – We promote and enhance a positive learning culture, consistent with the principles of dignity, mutual respect, cooperation and trust, regularly reviewing our health, safety and wellbeing objectives (and targets) that drive improved

health, safety and wellbeing capability, capacity and performance.

Continuously improving and leveraging opportunities – We regularly review the effectiveness of our systems and processes, continuously identifying and implementing improvement opportunities through the monitoring and review of our performance. We seek compliance with legal obligations, duties and other regulatory requirements as well as aiming to achieve industry best practices.

Compliance with this Policy

All MLPL employees, contractors and service providers are responsible for complying with this Safety and Wellbeing Policy and any breaches will be treated seriously and may result in disciplinary action or contractor performance management being undertaken.

Administration of this Policy

This strategic policy is administered by the Governance and Compliance team and will be reviewed and approved every two years or updated where applicable.



Collette Burke
Interim Chief Executive Officer
Marinus Link Pty Ltd

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