Protect EHS Policy (Environment, Health & Safety)

We all have a responsibility to ourselves, to each other and to the environment in which we work and live. This responsibility includes doing all we can for the health, safety and wellbeing of ourselves, our workmates, contractors and customers. It also means taking care of the environment we live in.

Protect is a value for us – something we live every day. It's our belief that work-related injuries, illnesses, and environmental incidents are preventable. Every day we will aim to motivate, educate and encourage you to help us with our focus on protecting our people.

NEED TO KNOW - for everyone
We all have a responsibility to:

- **Look out for ourselves and your workmates by never walking past** – speak up and take action when you see something that looks dangerous or doesn't feel safe
- **Report all hazards, incidents and near misses** so we can learn and take action to avoid future harm
- **Take care of yourself and your workmates** – always come to work fit and capable of doing your job safely; don't put anyone in harm's way and always look out for each other
- **Always follow the Life Saving Rules** – they are there to save you or others from serious or fatal injuries

OUR COMMITMENT - for managers
As leaders we're committed to doing all we can to protect people and the environment from harm, and to promoting a healthy working environment with a culture of continuous improvement. We will set strategic and operational objectives and targets to support this vision and we will adhere to all regulatory / relevant industry standards at a minimum.

Our Safety Leadership Principles	Our Actions
1. **All injuries, occupational illness and environmental incidents can be prevented**	Eliminate risks, so far as is reasonably practicable Protect employees and other workers from health exposures, including psychosocial risks Meet environmental requirements and prevent pollution
2. **Everyone's participation is essential**	Involve employees and other workers regarding relevant matters Actively consult with injured or ill employees, their support person and medical professionals to help plan their safe return to work
3. **Management is accountable for safety, health and environmental performance**	Set standards of operational discipline and ensure accountability Regularly review incidents & performance and look for opportunities to continually improve
4. **All operating exposures can be safe guarded**	Commit to meet all relevant regulatory and industry standards Apply above the line controls with the priority on critical risks with an aim to eliminate critical risk exposures through critical controls & work design
5. **Training and equipping people to work safely and protect the environment is essential**	Provide relevant resources, training, PPE and the right tools for the job including understanding and application of environmental and personal health requirements
6. **Working safely is a condition of employment**	Hold each other and our people to account using a Just & Fair Culture approach
7. **Safety focused conversations and feedback are a must**	Engage in leader interactions, listen & encourage an open, honest and transparent culture
8. **Leaders promote off-the-job wellbeing and safety**	Resource health and wellbeing initiatives (e.g., Power Up and Safety Leadership Programme) and encourage participation Following a personal injury or illness, actively work with our employees to ensure they return to work safely
9. **Safety learnings must be shared**	Recognise and celebrate effective risk management and innovations Review all incidents, alerts & learns to find opportunities to continually learn & improve

In addition, we recognise that we are often exposed to activities and sites which are outside our control or influence and where safety, health and environmental protection might not hold the same value. In these circumstances, our leaders will support our people to:

- Maintain our level of expectations. This might mean we have to stop work if the conditions on site are not acceptable.
- Choose who we work for and where we work if we have reason to believe it might not be maintained safely or the environment might not be protected.
- Endeavour to work together to raise the level of safety, health and environmental protection on site where we can influence it as leaders.

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Related policies: FB EHS 002 PL Protect Strategy & Governance Framework

This policy applies to: all those who work for Fletcher Building and its subsidiaries including employees, directors, officers and subcontractors and their employees. It also applies to any non-wholly owned subsidiaries and applicable joint venture/alliances or other organisations where we have joint control or responsibility for workers, the environment and those affected by our work and activities.

Questions on this policy? Discuss with your direct manager, or your business unit EHS Manager.

Printing this policy? All our official policies are updated electronically and available on Matrix so before distributing please check you have the latest version here.

About this version: This policy supersedes any previous or existing policies at a business unit or Group level. Certain businesses may choose to employ stricter guidelines, which will take precedence over this policy, however no businesses may be more lenient than the guidelines set out within this policy.

Updates to this policy document			
Version	**Action**	**Authority**	**Date**
1.1	Updated	TBC	May 2013
1.2	TBC	TBC	Nov 2017
1.3	Merged existing; summary added	Wendi Croft	July 2019
1.4	Updated for Protect language and approach	Exec EHS Council	June 2021
1.5	Updated for explicit health and environmental considerations based ISO and ESG requirements	Exec EHS Council	June 2022
1.6	Reviewed for ISO 45001 certification & updated strategic intent. Updated to new Group EHS standard template.	Exec EHS Council	March 2024
Next review due: March 2026			