



# Health and Safety Policy

At James Hardie, a leading manufacturer of building products, we are determined to create and maintain a Zero Harm safety environment for our employees, contractors, visitors and customers.

**Safe People, Safe Places and Safe Systems are the foundation of a continuous improvement approach to health and safety to achieve Zero Harm.**

Key elements of our Zero Harm approach include:

- A culture where every employee, contractor and visitor at James Hardie is empowered to be a health and safety leader
- A culture where no task is deemed more important than the responsibility to protect health and safety
- A commitment to the risk management process, ensuring consistency with the nature of workplace activities and scale of health and safety risks
- Having established measurable safety objectives and targets, which are documented and communicated in the APAC Strategic Plan
- Providing information, education and training to all workers, enabling them to safely perform their role
- A commitment to consultation with relevant internal and external stakeholders, including workers, on matters where their health and safety is directly impacted
- Disseminating environmental, health and safety related information to all employees, contractors, labor hire employees and visitors to the workplace
- Every person having a duty of care to maintain the health and safety of themselves and others
- Ensuring all positions and relevant roles within the organization have clearly defined safety responsibilities, authorities and accountabilities
- A commitment to the allocation of appropriate human, financial and other resources to achieve established goals and support the maintenance and implementation of the EHS Management System
- Reviewing and assessing our safety performance based on the achievement of these goals, in striving for continuous improvement and the elimination of work related illness and injury
- A commitment to the 5S model, and the concept that 'a clean, well-organized workplace is the foundation of a safe workplace'
- Effective implementation of this policy throughout the entire business

A handwritten signature in black ink, appearing to read 'Conrad Groenewald'.

Conrad Groenewald

General Manager – Asia Pacific

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