

# Work Health and Safety Policy

## Scope

Investa is committed to the protection of the health and safety of all people involved in its activities. Investa aspires to provide the highest standard of work health and safety, the provision of safe workplaces and facilities, the elimination of hazards, reduction of Work Health and Safety risks, prevention of injury, loss, and damage, and to conduct all operations in accordance with relevant legislative and other requirements.

The health and safety of people involved in Investa's activities is of fundamental importance to the Group and our performance in this area will be regarded as a key measure of our total performance.

## Objective

Work health and safety is the individual and shared responsibility of all personnel:

- Management must ensure that work is carried out in a manner such that people involved in or affected by Investa's activities are not exposed to hazard or risk or, if hazards and risks are unavoidable, that such risks are minimised so far as is reasonably practicable, by the provision of:
  - safe systems of work
  - safe plant and structures and maintenance of such
  - systems for the safe handling of structures, plant, and substances.
- Workers must not conduct work which is unsafe.
- Workers including employees, and contractors of Investa, must ensure that all reasonable care is taken so as not to endanger themselves, any of their personnel or other persons at the workplace.

Investa is committed to meeting the objectives set under its annual safety plan. These objectives shall be met by:

- Workers accepting work health and safety as an individual responsibility and as a pre-requisite in the planning of all activities.
- Open communication, consultation and participation at all levels within Investa, and with other duty holders.
- Provision of appropriate education, training and supervision at all levels.
- Provision of adequate resources for the management of work health and safety processes and objectives.
- Acceptance of responsibilities at all levels.
- Monitoring accountability at all levels.

The safety and health of workers is a primary concern. In the event of an injury or illness, Investa has established processes to support employees in their recovery, rehabilitation, and to return to work as soon as practicable. Investa is committed to supporting the recovery, rehabilitation, and return to work for all injured or ill workers by encouraging similar commitments from our contractors.

Investa will continuously improve the safety management system through monitoring and review to ensure Investa strives to become, and remain, an organisation recognised for health and safety excellence.

### Policy Information

**Responsibility:** General Manager Safety

**Date Created:** 5 September 2016

**Date Last Reviewed:** 11 February 2026

**Reviewed By:** David Breden, GM Safety & Facilities NSW