Work Health and Safety Policy

This document provides an extract of Macquarie Work Health and Safety (WHS) Policy requirements.

Macquarie’s Executive Committee and Board of Directors recognise, support and promote the right of every worker to return home safely from their Workplace. To protect this key right, we are committed to building and promoting safe workplaces which enable and empower people to do their best work. To achieve this, we build and maintain a safety-positive workplace culture and manage our WHS risks effectively.

We build and maintain a safety-positive workplace culture

Macquarie is committed to developing and maintaining a safety-positive workplace culture through promoting the following behaviours:

- leading by example and putting safety at the centre of our decision making,
- empowering all people to take ownership of their safety and wellbeing and of those impacted by their decisions,
- celebrating our successes and speaking up when things go wrong so we can maximise learning across our business groups and regions, and
- keeping the discussion on risks alive even if everything looks safe.

We manage our work health and safety risks effectively

To effectively manage our WHS risks, Macquarie will:

- establish and agree clear WHS expectations with Macquarie Staff and our business partners,
- ensure WHS is incorporated into our investment and business decision-making processes,
- ensure adequate WHS management frameworks and risk controls are in place to:
  - manage safety-critical risks,
  - achieve compliance with WHS laws, regulatory obligations and standards,
  - select and govern Third Party Suppliers, and
  - enable effective consultation and communication of relevant WHS matters and information
- confirm sufficient resourcing is in place to manage material work health and safety risks, and
- measure, monitor and govern the progress of our WHS performance in order to effectively manage WHS risks, drive continuous improvement and achieve our WHS vision.

Scope of the policy

Throughout our global activities, our ability to affect day to day operations can vary significantly, the WHS Policy outlines how we apply the risk management principles above for:

- Macquarie’s day to day operations and potential impacts to our staff, Third Party Suppliers and visitors to Macquarie Premises,
- Product and services provided to our clients, and
- Investments in businesses or projects by Macquarie or on behalf of third-party investors.

Macquarie Staff must familiarise themselves with the policy, adhere to its requirements and report any Incidents to their manager.