

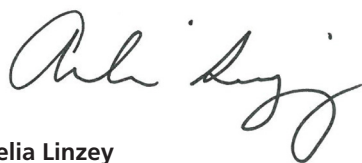
Beca's Health Safety and Wellbeing Commitment

Together we are responsible for our own health and safety and others that we work with, while promoting the wellbeing of our employees and safer designs for our community.

To deliver on our commitment, we will:

- ▶ Comply with all relevant health and safety legislation, compliance obligations and voluntary standards to which we subscribe;
- ▶ Set objectives, goals ,and strategies to provide an easily understood direction for providing healthy and safe work conditions and performance;
- ▶ Promote a fair and positive culture that recognises and encourages the contribution of teams and individuals to maintaining the overall wellbeing of our workplace;
- ▶ Actively encourage consultation, communication, and participation with our people to continually improve our management system and overall health, safety and wellbeing;
- ▶ Be aware of, and respond to, health, safety and wellbeing concerns/issues that are important to our people;
- ▶ Work collaboratively with others (i.e., partners, clients, contractors, etc) to provide safe and healthy working conditions to prevent work-related injury and illness;
- ▶ Proactively identify and seek to eliminate or reduce so far as reasonably practicable health, safety and wellbeing hazards and risks associated with our business activities;
- ▶ Support the safe and early return to work where practical of employees who suffer an injury or illness;
- ▶ Provide the tools and resources to actively encourage and support employees to go home healthy and happy every day.

Maintaining a healthy and safe workplace is fundamental to delivering on our Purpose to make everyday better, and our business values of Partnership, Tenacity, Enjoyment and Care.



Amelia Linzey

Group Chief Executive

October 2023