



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. Accordingly, we are committed to our WHS vision of building and promoting safe and healthy workplaces that 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 health and safety at the centre of our decision making
- empowering people to take ownership of their safety and wellbeing and of those impacted by their decisions
- celebrating our successes and speaking up when things don't seem right or go wrong so we can maximise learning across our business groups and regions
- keeping the discussion on WHS risks alive even if everything looks safe.



We manage our work health and safety risks effectively

To effectively manage our WHS risks, Macquarie will:

- maintain clear WHS expectations with Macquarie staff and our business partners
- ensure WHS is incorporated into the lifecycle of 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 service providers
 - enable effective consultation and communication of relevant WHS matters and information
- confirm adequate resourcing is in place to manage material work health and safety risks
- measure, monitor and govern the progress of our WHS performance to effectively manage WHS risks, drive continuous improvement and achieve our WHS vision.



Scope of the policy

Throughout our global operations and investment activities, our ability to affect day-to-day operations can vary significantly. The following sections of this Policy outline how we apply the risk management principles above for:

- Macquarie's day-to-day operations and potential impacts to our staff, third-party service providers and visitors to Macquarie premises
- product and services provided to our clients
- investments in businesses or projects by Macquarie or on behalf of third-party investors.

Macquarie staff must familiarise themselves with this Policy and adhere to its requirements.