

# Macquarie Global Work Health and Safety Policy

## Extract

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

### Summary

Macquarie recognises the value of effective Work Health and Safety (WHS) performance as an integral part of how we successfully manage our business. We seek to operate harm-free environments through maintaining high WHS standards and performance across all our activities globally.

Macquarie is committed to:

- creating a healthy and safe work environment for our staff, contractors, visitors and communities by effectively managing WHS risks arising from our operations and business activities;
- adopting the hierarchy of controls in effectively managing WHS risks arising from our operations and business activities;
- designing and providing products and services that consider and address the safety and wellbeing of our clients and other stakeholders;
- taking an active role in identifying, assessing and monitoring WHS performance, and seeking and facilitating continual improvements where performance does not meet our standards or expectations; and
- ensuring our operations / activities meet local WHS laws and international standards.

Macquarie promotes an integrated approach to safety and wellbeing matters, and we encourage our staff to speak up on any actual or potential health and safety issues.

We aim to continually improve our WHS performance across the organisation and business interests, including by regularly reviewing and enhancing our policies, procedures, systems, practices and outcomes.

Business groups must comply with Macquarie's principles for overseeing the appropriateness of WHS frameworks in businesses where Macquarie has a relevant interest, regardless of legal responsibility. Each entity is responsible for its own WHS obligations and must have an appropriate WHS management framework in place to achieve good WHS practices. Each business group must monitor an entity's WHS compliance and take action, appropriate to the business group's level of control, where an acceptable standard is not met. Reporting of compliance with this policy and exceptions is required to senior management and the Macquarie Group Limited (MGL) Board.

### Key Principles

The key principles of the Policy include:

- Business Groups must have mechanisms in place to confirm Macquarie related entities (internal and external) are complying with appropriate WHS standards and their legal obligations and where not seek improvements / rectification.
- Before investments into new entities, WHS risks should be identified and appropriate Due Diligence obtained;
- Reporting and escalation of serious incidents and WHS performance data to senior management; and
- Training needs to be provided to Nominee Directors allowing them to discharge their legal WHS responsibilities effectively.

### Document Control

Version: 15

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