



Safety Policy

This policy encompasses all BMD Group subsidiaries including BMD Constructions, BMD Urban, Empower, JMac Constructions and Urbex. For ease of reference, the term 'BMD' is used throughout this policy to reference the BMD Group and its subsidiaries. This policy also applies to projects involving BMD being carried out under a joint venture arrangement where no other policy of this type exists.

Health and Safety is of paramount importance at every BMD workplace and is not to be compromised. Based on our aims, obligations, non-negotiable attitude and continual improvement philosophy, it is a core facet of our operations that we remain committed to offering a safe and good wellbeing working environments for all workers.

BMD is committed to reducing, and wherever possible removing, both physical and psychological injury and illness from the workplace. We strive to ensure that every person who comes into contact with our business remains safe and in good health and wellbeing whilst in our care. Therefore, it is essential and non-negotiable that all BMD workers (including staff, both permanent and temporary) and our contractors, consultants, suppliers and their workers are responsible for:

- complying with the relevant Health, Safety and the Chain of Responsibility legislation, regulations and Codes of Practice mandated within the state or territory in which they work
- working safely and maintain good wellbeing for yourselves and all others
- complying with BMD's procedures and requirements including but not limited to the Safety Management Plan and/or Integrated Project Management Plan as applicable
- reporting any unsafe conditions or situations including mental health events as soon as they arise
- under no circumstances can another employee direct you to undertake unsafe work practices, or which may place you at mental health risk. Should this situation arise, politely refuse, stating why you view the task as unsafe and contact your supervisor or safety representative.

To meet and exceed our workplace health and safety obligations, we will:

- continually improve through assessing and mitigating both physical and psychological risks that may occur as a result of hazards or exposures
- ensure that only proper safety equipment fit for the task is obtained and available to all staff
- provide induction, information, instruction, training and supervision to ensure a safe work and good wellbeing environment
- develop a culture of health, safety and good wellbeing awareness within our workforce
- consider occupational health, safety and good wellbeing (OHS) performance when selecting contractors, subcontractors, consultants and suppliers
- ensure compliance with our Chain of Responsibility obligations
- support all workers in the implementation of safe work procedures and practices
- keep relevant records.

BMD Constructions, BMD Urban, JMac Constructions and Empower Businesses currently hold a number of industry recognised multi-site certifications for Safety Management Systems, as part of their Business Management System. In addition, BMD Constructions and BMD Urban are audited by the Federal Safety Office in accordance with the Australian Government Building and Construction OHS Accreditation Scheme.

Scott Power
Group Director – Chief Executive Officer

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Group Board Chairman