

WORK HEALTH AND SAFETY (WHS) POLICY

Busways and its Management are committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health to our customers, contractors, suppliers, and employees. Our objective is that no person will come to harm while working, visiting, or travelling with us. This commitment to health, safety and wellbeing allows Busways to achieve our vision of becoming Australia's leading public transport company, the first choice for our clients, customers, and employees.

We are committed to not only fulfilling our obligations but also ensuring continual improvement of work, health and safety. To achieve this, we will:

- Maintain effective systems in compliance with the requirements of ISO 45001:2018 (Workplace Health and Safety).
- Comply with or exceed statutory and regulatory health, safety and environmental requirements.
- Establish measurable objectives and targets to ensure continuous improvement aimed at eliminating work-related injury and illness.
- Establish robust processes to monitor and review health and safety performance.
- Provision of resources needed for the establishment & implementation of a Health & Safety Management system with clear structure and assignment of authorities.
- Establish effective consultation and communication channels that ensure involvement of employees in the decision-making process that could potentially impact on health and safety, and effective distribution of information to all employees and stakeholders.
- Develop and implement effective risk management systems and processes to proactively identify hazards and eliminate or reduce risks.
- Promote a culture of working safely in which all incidents are reported and learnings from incidents are communicated.
- Ensure employees are protected from reprisals when reporting incidents, hazards, risks and opportunities.
- Communicate and review feedback to establish continuous and effective improvements.

This policy and the effectiveness of its implementation will be reviewed every 12 months.

Byron Rowe
Managing Director
31/07/2020