

## HEALTH, SAFETY AND ENVIRONMENT POLICY

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It is our policy to ensure a safe and sustainable working environment and practices. This applies to workers including contractors, visitors and volunteers, customers, and all others who may be affected by our company's activities, which include the design, manufacture and supply of specialised products and services to defence and civil customers nationally as well as internationally.

Our mission is to build superior HSE skills, systems and relationships which will engage all workers, along with the community and other stakeholders, to maintain a proactive HSE culture within Thales. This is reinforced by using HSE results as an important criterion in assessing both individual and company performance.

Thales is committed to:

- Conduct our business in a safe, responsible and sustainable manner.
- Comply with all applicable legal and other requirements.
- Prevent pollution, minimise waste and the use of energy and water.
- Prevent major accidents at our Major Hazard Facilities.
- Prevent work related illness and injury.
- Identify and assess potential hazards which may present a risk to our personnel or the environment and will be controlled by the hierarchy of controls including process design.
- Consult with our workers and key stakeholders on the issues in the workplace which affect their health, safety and the environment.
- Provide relevant induction, information, instruction, training and supervision.
- Ensure that the health of workers and the conditions at the workplace are monitored for the purpose of preventing illness or injury arising from the conduct of the business or undertaking.

Thales will achieve the HSE commitments made with a strong operational line management accountability starting from the Executive Leadership Team. At no time can HSE accountability be transferred even though Thales employs a network of HSE professionals who provide guidance. The clarity of this understanding is fundamental to HSE success.

Thales will also apply a continuous improvement philosophy including:

- Setting HSE objectives, plans and targets.
- Measuring and monitoring our performance.
- Reviewing our management systems, programs and controls.

Officers and senior management are responsible for and will be held accountable to lead by example; exercise due diligence, monitor and review the HSE management system, performance, and action plans; provide the necessary resources; and uphold HSE accountability.

Managers and supervisors are responsible for and will be held accountable for meeting the HSE objectives and targets set; the implementation and effectiveness of the HSE management systems and HSE plans within their areas of control; and for reporting all HSE incidents and any instances of noncompliance so that the necessary corrective and preventative actions can be developed and implemented.

Workers are responsible for and will be held accountable to participate in HSE programs and comply with HSE legislation and Thales requirements to protect their own safety and that of other workers including contractors, visitors and volunteers, and minimise their impact on the environment.



**Chris Jenkins**

CEO  
Thales Australia Limited