HEALTH, SAFETY AND ENVIRONMENT POLICY

Thales Australia and New Zealand (TANZ) is committed to ensuring safe and sustainable working environments and practices. This applies to workers including contractors, visitors, and volunteers, customers, and all others who may be affected by our activities. These activities include the design, manufacture and supply of specialised products and services to defence and civil customers both nationally and internationally.

Our mission is to develop superior Health, Safety & Environment (HSE) skills, systems and relationships that engage all workers, the community and other stakeholders to maintain a proactive HSE culture within TANZ. This commitment is reinforced by using HSE outcomes as a key criterion for assessing both individual and company performance.

Thales is committed to:

- Conducting our business in a safe, responsible and environmentally sustainable manner.
- Complying with applicable legislation, rules, codes of practice, national and international standards
- Preventing pollution, minimise waste and the use of energy and water.
- Preventing accidents at our sites and locations.
- Preventing work related illness and injury.
- Identifying and assessing hazards which may present a risk to workers or the environment which will be controlled following the hierarchy of control including process design.
- Consulting with our workers and key stakeholders on the issues in the workplace which affect their health and safety or the environment.
- Providing relevant induction, information, instruction, training and supervision.
- Ensuring 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 our business.
- Responding to and resolving HSE issues appropriately and in a timely manner
- Supporting and encouraging a psychologically safe workplace where workers are encouraged to report errors, incidents, hazards and opportunities for improvements.

Thales will achieve these HSE commitments with strong operational line management accountability starting with the Executive Leadership Team. 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.

All Workers have the obligation to comply with any reasonable health, safety and environmental instruction; to take care for their own health and safety and that of others and to act as responsible corporate citizens with respect to the environment.

People leaders have the additional obligation of ensuring the risk of physical and psychological injury to our people and harm to the environment is minimised, and the HSE management system is effectively implemented within their area of responsibility; they are also expected to champion and where required, implement sustainability and emissions reduction initiatives.

Executive and Business Line Leadership are responsible for and held accountable to exercise HSE due diligence within their area of responsibility. This includes providing the necessary resources to fulfil the above-mentioned HSE obligations.



JEFF CONNOLLY
Chief Executive Officer,
Thales Australia & New Zealand
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