WORKPLACE HEALTH & SAFETY POLICY STATEMENT

GCCM is committed to ensuring the workplace health & safety of our staff, tenants, contractors, and other visitors that attend our site, or who may be impacted by the work which we undertake.

Our goal is simple. **No harm to anyone, at any time**, as a result of the work performed across the GCCM site. We understand the only way to achieve this is by working closely with our staff, tenants, and other key stakeholders to ensure that robust systems and processes are in place, and that these processes are regularly reviewed, controlled and monitored to ensure their effectiveness.

This is supported through a company-wide culture where everyone acknowledges the important roles we all play in making GCCM a standout leader in our field.

Our GCCM Leaders and Managers will demonstrate their commitment to workplace health & safety by:

- Being active and visible in showing their personal commitment to health, safety, and wellbeing.
- Ensuring compliance with all statutory requirements, standards and GCCM policies and procedures.
- Establishing, implementing, and embedding processes that are aimed at eliminating risk or reducing it to a level that is as low as is reasonably practicable.
- Actively encouraging and engaging with our staff, tenants and other key stakeholders through consultation and participation.
- Set measurable objectives and targets that will align with our strategic plan and drive continuous improvement.
- Providing appropriate instruction and training to our staff, tenants, and contractors to ensure they understand what is required and how their actions contribute to overall workplace health & safety across the site.
- Supporting staff with early and effective rehabilitation, injury management and employee assistance services.

Our people will demonstrate their commitment to workplace health & safety by:

- Undertaking all activities and behaving in a way that does not compromise the workplace health & safety of themselves and others.
- Ensuring they understand and comply with all statutory requirements, standards and GCCM policies and procedures.
- Actively participating in the management of workplace health & safety activities across the site, including consultation processes.
- Actively encouraging tenants, contractors, and other visitors on the site to act in a healthy and safe way.
- Following instructions and participating in ongoing training, as needed.
- Using safety equipment and personal protective equipment which has been provided to manage hazards and risks.
- Identifying hazards, risks and applying control measures to either eliminate or reduce the level of risk to a level that is as low as is reasonably practicable.

Finally, the uncertainty and challenges which COVID-19 brought with it in 2020 have highlighted the importance of continuing our focus on the mental health. We will achieve this through education and awareness programs that increase the understanding around mental health issues, building capability to identify the early signs of someone who may be struggling, encouraging all staff to feel safe and prepared to ask if someone is OK, and to foster an environment where mental health is positively discussed at an individual and organisational level.

Andrew Chapman
Chief Operating Officer, GCCM