



Mobility Health, Safety and Wellbeing Policy

We are committed to the health, safety and wellbeing of our people, contractors and other stakeholders. We will provide the leadership, resources and focus to create a Zero Harm Culture where all workplace incidents are seen to be preventable and that health, safety and wellbeing is not compromised. We intervene when our people, contractors and other stakeholders are potentially at risk. We set and communicate essential behaviours for health and safety.

We will achieve this commitment through our people, contractors and other stakeholders:

- Taking ownership and being accountable for their own health, safety and wellbeing at work, and for others who may be affected by their work.
- Complying with relevant legal requirements, industry and other standards.
- Identifying and reporting hazards, assessing risks, eliminating or otherwise controlling those risks and monitoring and reviewing the effectiveness of those controls.
- Reporting and investigating all health and safety incidents to minimise their impact and implementing corrective and preventive actions to prevent reoccurrences.

Our leaders provide strong, visible leadership for health, safety and wellbeing issues relevant to their teams. They are responsible for ensuring the necessary skills and resources are allocated to manage those issues and are held accountable for their performance, through:

- Consulting with and involving our people, contractors and stakeholders on health, safety and wellbeing, to encourage strong participation and engagement
- Setting relevant goals, targets and measures, regularly reviewing our performance, communicating our progress and utilising internal and external expertise and resources to drive and deliver continuous improvement
- Providing relevant information, instruction, training and supervision to allow our people, contractors and stakeholders to do their jobs effectively, efficiently and safely
- Creating an environment where our people enjoy coming to work each day and are supported in their achievement of personal wellbeing goals.
- Maintaining workplaces and systems of work that are safe and healthy, both physically and mentally.
- Ensuring proactive and effective injury management and rehabilitation to facilitate the timely, safe and sustainable return to work in full of ill or injured Siemens people and contractors. This commitment will be applied to non-work-related injuries and illnesses wherever practical.

Raphaelle Guerineau
CEO, Siemens Mobility PTY LTD

Greg Rothemund
EHS Manager, Siemens Mobility PTY LTD

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