

Toll Group

Health and Safety Policy

Overview

This policy sets out Toll's position on health and safety.

At Toll we are Safety Obsessed, believing everyone has the right to get home safely. We are committed to deliver a culture which prevents incidents and injuries by promoting genuine care for the health, safety and wellbeing of our people, customers, communities and the environment.

Fundamental to achieving this is holding every worker including management, responsible and accountable for health and safety. Working safely is a condition of all employment arrangements.

Scope

This policy applies to everyone at a Toll workplace in any capacity, whether full-time, part-time or casual, including temporary employees, contractors, subcontractors and visitors.

Principles

Toll will specifically undertake to:

- create a Safety Obsessed culture where safety is felt, seen and understood to be everyone's responsibility,
- drive ongoing improvement of all aspects of the safety management system through the setting and monitoring of measurable health and safety objectives and targets aimed at eliminating work related illness and injury,
- comply with all legal, regulatory and other requirements,
- ensure employees, contractors, customers and visitors understand their obligations with respect to health and safety,
- ensure an operating framework that includes health and safety standards, practices and procedures is developed, implemented, followed and reviewed,
- provide the required resources, facilities, plant, tools and equipment for people to work safely,
- be proactive in identifying workplace hazards, reducing workplace health and safety risks, reviewing incidents, and identifying incident trends,
- provide the necessary health and safety information, training, instruction and supervision to all who carry out work in our business,
- engage, consult and communicate with impacted stakeholders and their representatives (where they exist) to build a shared commitment to ongoing health and safety improvement,
- ensure ongoing monitoring, auditing and review of health and safety performance and management systems,
- demonstrate effective felt and visible safety leadership, and
- define and implement a governance structure that defines our health and safety responsibilities and accountabilities.

Further Information

For further information contact your manager, HSE representative or Human Resources representative.

This document can be found on the [Group Policy SharePoint page](#).



Thomas Knudsen
Executive Chairman
Toll Group
9 September 2025