



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.

Compliance and Implementation

It is the responsibility of senior management to ensure that this Policy is disseminated and fully understood at every level throughout Group.

All users must abide by the requirements set out in this policy. Users found to have violated or attempted to violate these requirements may be subject to disciplinary action, up to and including termination of employment. Additionally, Toll reserves all rights to take legal action(s), where required.



Breaches to this Policy

Users/Employees must report any alleged breaches of the above requirements to their managers, an Eligible Recipients (as defined in Toll Whistleblower Policy [Toll Whistleblower Policy](#) and to [Group Compliance](#). For serious breaches, including allegations of fraud and improper conduct, users are encouraged to contact the [Toll Disclosure Hotline](#).

All suspected breaches will be investigated, and appropriate disciplinary and remedial action will be taken.

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](#).

A handwritten signature in black ink, appearing to read "R. Reiter".

Robert Reiter
Group Managing Director
Toll Group
1 July 2026