

WORKPLACE HEALTH AND SAFETY POLICY

Northrop Consulting Engineers Pty Ltd (Northrop) is a multi-disciplinary consulting engineering practice, owned, governed and managed by our people. Our teams are committed to excellence in engineering and client service. The company operates from several offices to provide a comprehensive package of engineering services from concept to completion for both private and public sector clients.

Northrop seeks to ensure the safety and wellbeing of all our staff, visitors and other stakeholders through a comprehensive workplace health and safety (WHS) and risk framework developed in accordance with ISO 45001-2018. We are dedicated to keeping our workplaces as safe as practicable and promoting continual improvements in WHS.

As a professional services firm consulting in the construction industry our people are exposed to higher safety risks when undertaking visits to construction sites and other various locations. In addition, our advice and designs may have safety implications for others, and this is managed through our Safety in Design policy.

Management ensures that this policy is accessible, is communicated within the organisation, and available to all interested parties, as appropriate.

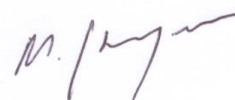
Our Commitment

- Providing and maintaining a safe and healthy working environment for all staff, visitors and other stakeholders;
- Establishing objectives and targets aimed at elimination of hazards and reduction of WHS risks which are achievable, measurable and reviewed annually;
- Developing and implementing a WHS management system with effective control strategies that adapt to the locations where our people work;
- Regular review and evaluation including auditing and inspections to ensure adherence to, and effectiveness of our safety risk management system;
- Ongoing development and improvement of our WHS systems and safe working practices, ensuring continual adaptation for the changing business and environment in which we work;
- Transparency for all staff of safety incidents, risk assessments, policies, and control measures through direct access to the Northrop WHS group and management to voice safety concerns without judgement;
- Engaging and supporting our staff in contributing to the improvement of work, health and safety through consultation and participation, information, and training; and
- Compliance with relevant work health and safety legislation and other applicable requirements.

Health and wellbeing are the responsibility of all who work for or on behalf of Northrop. All staff have a role to play in ensuring a safe workplace and are empowered to report WHS concerns, and effect change within the organisation. All staff and visitors to Northrop must comply with any reasonable direction given by management or stipulated in our available WHS documentation.



David Field
Chairman



Mark Sturgess
Managing Partner

Approver
Executive Leadership Team

Review Date
November 2024

Document
NCPL03

Revision
08