

Robert Bird Group (RBG), member of the Surbana Jurong (SJ) Group, adopts and endorses the SJ Health and Safety Policy, fostering an exceptional culture of health and safety, making our world a great place to live and work.

Health and Safety Policy

Surbana Jurong (SJ) is a diverse collective of problem solvers, including architects, designers, planners, engineers, facilities managers amongst a series of functional specialists driven by progressive thinking and creative ideas to shape a better future. SJ is dedicated to creating a culture and work environment where health and safety is prioritised. SJ will provide healthy and safe working conditions for all people associated with our businesses, including employees, contractors, visitors, and the public.

Goals

1. Demonstrate leadership and commitment to health and safety:
 - Engage all our people in health and safety through consultation.
 - Ensure all incidents, near misses and unsafe conditions are accurately reported, recorded and root causes identified, and where injury or illness occurs, help our people towards full recovery through prompt treatment and active rehabilitation.
 - Comply with all applicable health and safety regulatory, licensing and compliance requirements and any other requirements to which we voluntarily subscribe, and which clients specify.
2. Create and maintain a safe work environment:
 - Create and maintain a safe work environment, including work conditions, procedures and observing safe and unsafe behaviours for all colleagues and stakeholders engaging with us.
 - Take all practicable steps to eliminate hazards within the workplace through risk identification, assessment, control and monitoring to ensure continuing effectiveness from design through to service delivery.
3. Develop and sustain safety awareness and continuous improvement:
 - Develop safety awareness throughout the Group through ongoing education and training.
 - Continuously monitor and improve health and safety management by setting objectives, plans and performance measures and regularly reviewing progress against the targets set.

Responsibility

Managers have a responsibility to:

- Lead health and safety on a day-to-day basis and are responsible for monitoring and reviewing implementation.
- Actively support the awareness and implementation of this policy and its objectives.
- Providing adequate resources to achieve this policy and the company's strategic objectives.

All employees and contractors are encouraged to:

- Be familiar with this policy and seek clarification from management where required.
- Responsible for carrying out their work with minimum risk to themselves and others and have the right to stop work if believed to be unsafe.
- Support and contribute to SJ's aim of providing a safe and healthy workplace for all workers.

SJ will ensure that:

- There is effective implementation and development of this policy and for ensuring health and safety considerations are prioritised in the planning and execution of our work.
- Implementing a Safety Management System conforming to International Standard ISO 45001 throughout the company.
- We encourage empowerment and active feedback regarding the policy.
- The policy is made available during induction and is accessible by employees.



Sean Chiao

Group Chief Executive Officer

Effective Date: 13 July 2024

Review Date: 13 July 2025



Jason Beutel

Senior Executive Director, RBG