Health, Safety and Wellbeing Policy

Jones Civil Group is an end-to-end provider of a comprehensive range of civil construction services, including excavations, trenching, concreting, earth-moving works for underground and above-ground infrastructure projects, from design to construction.

In providing these services, we are fully committed to maintaining a safe and secure work environment via our “Safety First” approach, and to strive for excellence in our safety practices.

As part of our commitment to maintaining a safe and health workplace, we will:

- Maintain an Integrated Management System compliant with the requirements of *AS/NZS ISO 45001 Occupational health and safety management systems* whist minimizing our impact on climate change
- Demonstrate strong leadership in establishing and achieving measurable objectives related to health, safety and wellbeing, ensuring they are consistent with this policy
- Identify, risk-assess and effectively control health, safety and wellbeing hazards in the workplace, taking proactive measures and exercising constant vigilance to prevent accidents and incidents
- Consult all personnel on decisions that may impact on their health and safety and nurture a culture of participation and cooperation
- Build meaningful relationships with our personnel and create an enjoyable workplace through approachability, helpfulness and respect
- Monitor changes to all applicable OHS legislation and other compliance requirements and ensuring we comply with them
- Provide adequate resources to ensure that a safe working environment is provided to all employees, contractors and visitors
- Monitor, measure and report our work, health and safety performance and strive to continually improve our performance and Integrated Management System
- Provide rehabilitation as a means to promote well-being, while returning any injured person to meaningful work as soon as is practicable after any incident
- Communicate this policy to all employees and make it available to other interested parties.

Leigh Jones

Director

16th December 2025