

OHS Policy

At CBC Group (CBC), safety is fundamental to everything we do. We are committed to preventing work-related injury and ill-health and providing safe and healthy workplaces for our people, contractors, providers, and visitors.

Our goal is to foster a proactive safety culture built on leadership, accountability, consultation, and continual improvement, consistent with the principles of AS/NZS ISO 45001.

We will:

- Provide and maintain a safe and healthy workplace reducing risks so far as is reasonably practicable.
- Comply with all relevant health and safety laws, regulations, codes of practice, and other applicable requirements.
- Integrate risk management into all business activities, applying the hierarchy of controls to manage risks effectively.
- Consult and engage with workers and other stakeholders to ensure meaningful participation in health and safety decision-making.
- Foster a positive and inclusive safety culture that supports both physical and psychological wellbeing.
- Empower all workers to stop unsafe work, report hazards, and take responsibility for their own safety and that of others.
- Ensure competency through training, supervision, and access to information and resources that support safe work.
- Establish, monitor, and review safety objectives and measurable targets to drive continual improvement.
- Promote health and wellbeing initiatives that encourage a healthy balance between work, family, and life.
- Monitor and evaluate performance to ensure the effectiveness of our OHS Management System (OHSMS).
- Review this policy regularly to ensure it remains relevant, effective, and aligned with our operations.

The SQE Manager is appointed as CBC's OHSMS Management Representative, responsible for ensuring the system is established, implemented, and continually improved in accordance with AS/NZS ISO 45001.

All CBC leaders are accountable for promoting visible safety leadership and embedding safety as a core value in every activity.

Our Goal: Zero Harm: Through collaboration, care, and commitment, CBC strives for zero harm, where everyone goes home safe, healthy, and well, every day.



Ellen Strawbridge
SQE Manager
03/06/2026

