



## WORK HEALTH & SAFETY POLICY

DMA Global is committed to the health and safety of its Staff, Clients and all other persons who may be affected by the DMA Global's activities. All DMA Global Staff are experienced practitioners in our fields, and it is an expectation of DMA Global that we exhibit leadership in the vital function of eliminating harm in the delivery of and arising from the conduct of our projects. This most fundamental expectation of the performance of each of our Staff underpins DMA Global core values.

To ensure the achievement of this expectation, DMA Global has established the following strategies:

- All Staff share the responsibility for reducing the risk of work injury or illness to themselves, their colleagues, clients, clients' employees and external parties;
- Staff participation and engagement in Health and Safety improvement is genuinely sought and encouraged by DMA Global. In this respect Staff shall be pro-active and forward thinking;
- Staff shall work in a safe and competent manner at all times;
- Identify and report hazards, risks and appropriate control measures in consultation with DMA Global Staff;
- Staff are empowered and required by this policy to safely stop unsafe acts, events and situations if they are creating imminent danger. Staff should note that this Safety Policy parallels our individual statutory obligation of Duty of Care in most jurisdictions under which the DMA Global performs its projects;
- Staff shall readily provide the benefit of their own and DMA Global's corporate skills and experience where it can be of benefit to others in the management of health and safety risk;
- Create continuous improvement through the implementation and maintenance of an integrated, effective Integrated Management System across our businesses;
- Establish and review objectives that are measurable and achievable;
- Create and review statistical reports aimed at monitoring safety performance. Performance reviews shall be carried out monthly Staff Meetings and the annual Management Review Meetings where corrective and preventative actions are determined and implemented;
- Review the effectiveness of this policy and Management System annually in consultation with all relevant stakeholders.