



# Indra Australia Work Health and Safety Policy

Indra Australia aims to provide a safe and healthy workplace for all its employees and subcontractors and to operate in a way that will not adversely affect the health and safety of our customers or the public. To achieve this we shall follow the following core principles:

## Leadership in Health & Safety

- *Incorporate Work health and safety considerations at every level of decision-making.*
- *Develop the acceptance of WHS as a core organisational value in the minds of our people.*
- *Ensure appropriate resources are provided allowing for the effective management of WHS.*
- *Communicate health and safety priorities and ensure those who work with Indra are trained in and have effective tools to achieve safe, secure and incident free operations*

## Work health and safety Management system

- *To provide an effective WHS management system to assist Indra Australia in achieving its legislative obligations and AS/NZs 4801 standard requirements*
- *The system needs to be effective, consistent and represent industry best practices.*
- *Audit the WHS system regularly to verify system effectiveness*

## Risk Management (HIRAC) processes

- *Robust Risk Management (HIRAC) processes to ensure that hazards are identified and WHS risks are systematically assessed and controlled across the organisation*
- *Identified risks are eliminated or, where elimination is not practicable, reduced so far as reasonably practicable*
- *Ensuring that business decision-making that could have an impact upon WHS risk involves input from those people or groups of people that could be affected by that risk.*

## Safety culture through commitment

- *Workers committed to safe work practices*
- *Safety to become an integral part of each business managed by Indra*
- *Promote, encourage participation and support initiatives that enhance physical, mental, occupational health and wellbeing at Indra*
- *Consult with workers and have a workforce that actively participates and is willing to speak up on safety*

## Continuous Improvement

- *Systematic and disciplined audit schedule*
- *Transparent reporting of all incidents and hazards*
- *Sharing lessons learned*
- *Thorough and timely investigation of incidents with corrective actions implemented to prevent reoccurrence*
- *Leading and lagging performance indicators with regular benchmarking and reporting*
- *Review for effectiveness*

*Subcontractor companies, Employment Agencies, Suppliers and Services providers to Indra Australia are responsible for complying with this WHS Policy as well as the WHS policy established within their own companies.*

*This policy is available to interested parties on request.*

**Malcolm Monterio**

Chief Executive Officer  
Indra Australia Pty Ltd

Effective Date 20<sup>th</sup> March 2014