

# HEALTH, SAFETY & WELLBEING POLICY STATEMENT

**The safety, security, physical and mental health, and wellbeing of our people is important to us.**

**Millennium is independently certified to ISO 45001:2018.**



We are committed to creating a safe work environment, so we all go home safe and healthy every day. This commitment is supported by a strong management system that takes into account local health and safety risks, legislation and standards.

This policy supports:

- A workplace environment and culture that recognizes the impact of positive mental and physical health and wellbeing
- The provision of resources and application of risk management processes to eliminate or reduce hazards
- The enhancement of our people's health, safety and wellbeing knowledge through education and training
- Regular review of our policies, procedures and activities focusing on continuous improvement
- Compliance with all relevant laws, external requirements and our processes
- Empowering our people to champion health, safety and wellbeing.

A key part of this system is consultation and engagement with our people to improve our understanding of health, safety and wellbeing matters and eliminate or reduce risks people may encounter when undertaking work on behalf of Millennium.

Where a work-related incident or injury has occurred, we are committed to supporting our employees in the rehabilitation program and return to work.

Measurable objectives, targets and priorities shall be established to ensure effective governance of the system is maintained. Monitoring and measuring of our performance, reporting to senior management and the board of directors, will help to facilitate continuous improvement.

Millennium recognises health, safety and wellbeing is everyone's responsibility. Working together as a team, we make this an essential part of how we operate.

A handwritten signature in black ink, appearing to read 'Royce Galea'.

**Royce Galea**

Chief Executive Officer

30 September 2024