

Coates, part of SGH Limited (ASX Code: SGH), is Australia's leading equipment hire and solutions provider. With a national footprint across Australia, Coates employs a diverse cohort of highly skilled employees and plays an essential role in helping key sectors of the Australian economy to operate including construction, engineering, mining and resources, infrastructure, manufacturing, agriculture and major events. Coates has grown and evolved from being a pure provider of equipment to a provider of services and equipment solutions for almost 16,000 customers, from single individuals and small trades to Australia's largest companies. Coates end-to-end solutions include temporary works, traffic management, water treatment, industrial shutdowns, field maintenance, power, industrial heating/cooling/ventilation and portable building complexes.

Coates is committed to the provision and maintenance of a working environment where the health, safety and welfare of our employees, contractors, visitors and members of the public who may be impacted by our work is paramount. At Coates this is known as "Safety First".

To achieve our vision to be the market leader in health and safety, we will:

- Comply with all applicable health and safety laws and seek to align our practices to international health and safety standards.
- Clearly define our expected health, safety, and wellbeing duties and obligations, responsibilities and accountabilities for our officers, leaders, employees, other workers, suppliers and contractors and ensure accountability for health and safety performance. This is particularly done through our Life Saving Commitments and Critical Risks.
- Establish measurable objectives and targets for health and safety to ensure continual improvement aimed at the elimination of work-related injury and illness.
- Incorporate opportunities to continually improve our health and safety performance into our strategic planning. The Executive Leadership team, supported by the Coates Management Group and operations, will identify and support the implementation of initiatives to achieve continuous improvements in our health and safety objectives and outcomes.
- Protect and preserve the health and safety of our people by providing information, instruction, training and supervision as may be necessary to ensure all workers can safely and competently carry out their work.
- Embed a collaborative risk management framework that ensures proactive identification of physical and psychosocial hazards in the workplace, and through risk assessments, identifies the level of associated harm to ensure that the appropriate controls are implemented. To ensure risk controls are appropriate, regular reviews will be scheduled to ensure their effectiveness.
- Develop, maintain and test emergency plans and procedures that are commensurate with our operational and Critical Risk activities and provide the necessary training to ensure emergency preparedness for the provision of the protection of people, plant and property.
- Establish effective consultation processes to ensure all employees, and other workers can participate in decision-making processes impacting on workplace health and safety.
- Ensuring continuous improvement of health and safety processes and activities through regular information sharing and consultation with Coates work groups, associated parties, regulators, industry experts and other key stakeholders.
- Maintain regular monitoring and audit programs to ensure WHS compliance and take corrective actions when necessary to address non-compliance or continuous improvements.
- Continue to develop innovative solutions that are designed to meet the future needs of our customers and employees to improve health and safety outcomes.
- Continue to live by our values of Care Deeply, Be our Best, Customer Focused and One Team to achieve our Health and Safety vision and goals.



**Approved by:** Murray Vitlich - CEO

**Endorsed by:** Coates Executive Leadership Team

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