

Version History

Version Number	Release Date	Revision Date	Author Name	Reviewer Name	Approver Name	Revision Notes
1.0	01.07.2011				I. Ramsay	New document.
2.0	2014				J. Bruce	Updated to CEO signature.
3.0	25.06.2018				P. Besseling	Grammatical and formatting. Added Management Commitment.
4.0	02.09.2019	02.09.2020	M. Murray	P. Besseling	P. Besseling	Added scope. Re-written to use language in line with ISO 45001. Formatting.
4.1	21.04.2020	21.04.2021	M. Murray	T. Benson	T. Benson	Removed reference to the different Birdon business names.
4.3	24.05.2021	24.05.2022	M. Murray	T. Benson	T. Benson	Yearly review, no updates apart from document control numbers.
5.0	24.07.2022	24.07.2023	M. Murray	T. Benson	T. Benson	Yearly review, updated to new division names. Added reference to the Make it Safe Committee.
5.1	03.04.2023	03.04.2024	T. Dwyer	M. Murray	T. Benson	Added 'design' to second bullet point. Replaced footer for new DNV logo. Removed reference to all Birdon business areas.
5.2	25.01.2024	03.04.2025	S. Ferrando	M. Murray	T. Benson	Yearly review. No changes apart from transfer to new policy template
5.3	05.03.2025	03.04.2025	K. Brown	M. Murray	T. Benson	Transfer to new style guide
5.4	08.04.2025	08.04.2026	K. Brown	M. Murray	T. Benson	Yearly review. No changes
5.5	18.09.2025	18.09.2025	L. Thomas	M. Murray	J. Cole	Yearly review, signature changed to Chief Operating Officer.



Work Health and Safety Policy

Birdon is committed to providing a safe working environment for all our employees, across all divisions, at all our places of work to continually improve our work, health, and safety performance.

Scope

This policy applies to all Birdon operations.

All employees, contractors and visitors are also required to follow the requirements of this policy.

Policy Implementation

To achieve the objectives of this policy, Birdon shall:

- Systematically manage the work health and safety aspects of our operations, through the implementation and maintenance of our Integrated Management System based on, and certified to, ISO 45001 and other standards.
- Integrate work health and safety considerations into project planning, design and decision making.
- Comply with all statutory requirements relevant to the business that apply to the health and safety of workers, contractors, and visitors.
- Where required, consult, and comply with all relevant industry codes, standards and guidelines that apply to the health and safety of workers, contractors, and visitors.
- Establish measurable and achievable objectives and targets, with the aim of eliminating, or mitigating work-related incidents in our activities, products, and services as far as reasonably practicable.
- Define roles and responsibilities regarding work health and safety objectives.
- Provide ongoing education and training to all our workers where required.
- Communicate and consult with workers and other interested parties, to improve decision-making on work, health, and safety matters.
- Provide the resources and training required for ongoing support of the 'Make it Safe Committee', Birdon's WHS Committee.
- Monitor and review operations regularly to achieve a cycle of continual improvement in our work health and safety performance.
- Investigate incidents, with actions implemented, reviewed and lessons learnt recorded.
- Distribute health and safety information, including this policy, to all workers and interested parties.

Commitment

The Senior Management Team is fully committed to providing a safe working environment at all our places of work. All Birdon employees and contractors accepting work with Birdon, are committing to operate in accordance with this Work Health and Safety Policy.

James Cole
Chief Operating Officer

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