VANZ

Workplace Health and Safety Policy

POL-6-11 Issue: 01/06/2026

Veolia Australia and New Zealand (Veolia) is a leading environmental solutions organisation delivering Ecological Transformation outcomes. Veolia has capabilities across water and wastewater treatment, energy management, waste and resource recovery services including, large scale energy from waste facilities, industrial cleaning and facilities maintenance services.

Our goal is Ecological Transformation through the provision of comprehensive, high-value-added solutions that balance growth and environmental protection, solutions that manage water sustainably, turn waste into a resource, and develop cleaner, more efficient energy systems.

Veolia's business strategy is guided by five elements: our business, our customers, our people, our environment and our community. These elements shape all aspects of Veolia's future performance, and our corporate policies and practices are linked to delivering excellence in one or many of them.
Veolia is committed to:

- Fostering a 'No Compromise' approach to providing a safe workplace for our employees, contractors and visitors. This is underpinned by the 'Always Safe' principles which are at the forefront of everything we do, namely:
  - Proactively identifying and managing workplace health and safety risks and hazards in the workplace;
  - Clearly communicating responsibilities and accountabilities to personnel for compliance with workplace health and safety requirements;
  - Complying with applicable legal and other requirements;
  - Setting clear objectives and targets designed for continual improvement to workplace health and safety performance;
  - Monitoring and reviewing the ongoing effectiveness of the workplace health and safety programs; and
  - Ensuring that the appropriate resources are available to support the implementation and ongoing management in meeting the requirements of ISO 45001 occupational health and safety management system standards as part of the integrated business management system.
- Working closely with our customers to provide a workplace free from harm;
- Empowering personnel through:
  - Consultation and participation with workers, and where applicable workers WHS representatives, on changes to workplace health and safety arrangements;
  - Training to ensure they to have the necessary competencies to perform their work safely; and
  - Active safety leadership and engagement – every employee, contractor or visitor is authorised to stop an unsafe act or circumstance.

All managers, employees, contractors and visitors are responsible for being aware of, and complying with this policy.