Wellbeing, Safety & Environment Policy

Purpose and scope

oOh!media Limited and its related entities (**oOh!, we, us, our**) are committed to providing healthy, safe and environmentally compliant workplaces. This policy applies to all oOh! employees and contractors working both in, and at sites away from, our usual workplaces in Australia and New Zealand, as well as to visitors to oOh! premises and work sites. However, it does not create new contractual obligations in employment or independent contractor agreements. Its terms are discretionary; oOh! may introduce, vary, remove or replace this policy at any time.

This policy explains how we will work together to reduce risks of workplace wellbeing, safety and environmental (**WSE**) harm in:
- workplaces under our management and control;
- the conduct of our business;
- wider environments where you work;
- the plant or systems of work you use;
- our arrangements for use, handling, storage and transport of plant or substances; and
- facilities we provide for the welfare of our employees.

It also sets out our priorities regarding maintaining sustainable business practices.

WSE at oOh!

We manage behaviour and procedures in our workplaces, and undergo regular audits, to maintain our compliance with applicable regulation and ISO 45001:2018 Occupational Health and Safety Management Systems and ISO 14001:2015 Environmental Management Systems. Our managers lead by promoting a workplace culture committed to WSE, specific to each Country, State or Territory.

Sustainability at oOh!

We take deliberate steps to manage our business in a sustainable and environmentally-responsible manner to reduce our environmental impact. This includes, in particular, managing our use of energy, reducing our generation and disposal of waste, and putting broader sustainable practices in place.

Things oOh! will do

As far as reasonably practicable oOh! will:
- operate a clear WSE management system to regularly identify, assess and minimise health, safety and environmental hazards;
- ensure systems are in place to provide appropriate information, instruction, training, protective equipment, safe and maintained machinery, and supervision to enable you to perform your work safely and in compliance with our environmental obligations;
- conduct pre-selection and monitoring to ensure that subcontractors have appropriate and valid insurances and safe systems of work and environmental controls;
- comply with workers' compensation and injury management requirements;
- ensure you have the opportunity to consult regularly on WSE matters;
- use professional advice if necessary to ensure we satisfy legal and regulatory requirements;
- investigate accidents and incidents and putting corrective actions in place to improve our systems and practices;
- consider our use of energy, resources and waste generation in our operations and activities;
- require environmentally-friendly work methods, where appropriate; and
- set ourselves measurable objectives and targets aiming to:
  - eliminate work-related injury and illness;
  - prevent pollution, reduce waste, energy and resource use; and
  - improve our WSE systems and culture.

Things you must always do

You are responsible for ensuring that your own work environment is conducive to WSE management by:
- following our policies, procedures and your managers instructions;
- being familiar with emergency and evacuation procedures and cooperating with directions from emergency or evacuation wardens;
- taking care for your own health and safety and that of others who may be affected by your actions;
- taking action to avoid, eliminate or minimise safety and environmental hazards;
- reporting all known or observed hazards, injuries, environmental incidents, and near-miss incidents to your manager and our WSE team immediately;
- always considering how we can operate in a safer, more sustainable way; and
- encouraging others to do the same.

If you are a contractor to oOh!, you must also provide to us a compliant WSE management procedure for the service you are providing. If you are a visitor to oOh!, ensure that you sign in and out of our premises, and cooperate fully with safety and emergency instructions of oOh! employees and managers.

Things you must never do or tolerate

Some behaviour is never conducive to WSE and will not be tolerated:
- wilfully or recklessly putting the health, safety or well-being of others at risk;
- causing, or engaging in any practice that may cause, unlawful harm or damage to the environment; and
- misusing, damaging, refusing to use, or interfering with anything provided to manage our WSE management system or compliance.

Reporting WSE issues

If you become aware of a WSE hazard, incident or issue at oOh!, report it immediately to your manager and the WSE team. They have the authority to initiate investigations and implement corrective actions, as appropriate.

Implementation of this policy

Responsibility for the implementation of this policy lies with our WSE team in consultation with senior management and oOh! employees. oOh! will work with employees to review and update this, and other policies, practice notes and procedures regularly and ensure it remains relevant, effective and appropriate to oOh! and our activities.

Consequences of breaching this policy

Any breach of this policy may give rise to disciplinary action. This may include a written warning, counselling, suspension or, in serious cases, dismissal. oOh! will not hesitate to report incidents to relevant authorities, where necessary.

For more information

If you have questions about the content of this policy, please contact our WSE team:

Tel: +61 2 9927 5555
Email: wse@oohmedia.com.au