

Safety, Sustainability and Wellbeing Policy



Keyton is a leading owner and operator of retirement villages in Australia. Keyton is committed to our employee value proposition, to 'lead with heart' through providing workplaces free of incidents and injuries, supported by a culture which holds the physical safety and mental wellbeing of people, the protection of the environment and the sustainability of our operations as key priorities in all business decisions.

To achieve our commitment, we will:

- Foster a culture of wellbeing that prioritises the physical and mental health of our employees.
- Set objectives and measurable targets that focus on sustainable continual improvement and elimination of work-related incident and environmental impacts associated with our activities.
- Comply with applicable EHS legislation and other requirements that govern our business activities.
- Understand the needs and expectations of workers and other interested parties including suppliers, subcontractors, residents, the community and regulatory authorities.

Key strategies to achieve our purpose include:

- Implementing initiatives to promote the physical and mental health and wellbeing of employees, guided by our employee wellbeing strategy, built around the six pillars of wellbeing.
- Facilitating timely and effective injury management, return to work and rehabilitation for injured workers.
- Consulting regularly with our workforce and key external stakeholders to seek feedback and continuously improve safety risk, sustainability outcomes and wellbeing initiatives.
- Recognising, rewarding, and sharing excellence in safety, sustainability and wellbeing with internal and external stakeholders.
- Implementing and maintaining an Environment, Health and Safety Management System.
- Integrating risk identification and management into the entire operational lifecycle.
- Considering and acting upon on risks, impacts or opportunities that may affect the ability of the Management System to deliver its intended outcomes.
- Identifying and implementing operation specific strategies and controls to prevent pollution, protect significant environments and reduce demands on natural and material resources.

- Undertaking strategic review of system procedures, policies and performance against objectives and targets to reflect current business operations, legal and other compliance requirements to promote continual improvement in safety, sustainability and wellbeing performance.
- Developing planning, design and operational solutions that reduce reliance on individual behaviours and introduce engineering controls that reduce the potential for injury.
- Investigating incidents, reviewing the effectiveness of corrective and preventative actions, and sharing outcomes to prevent recurrence.
- Communicating environment, health and safety information, policies, procedures, alerts, and lessons learned to employees, workers and interested parties.
- Implementing learning and development initiatives to increase engagement, skills, awareness, and competencies.

I personally commit to this policy and the achievement of our employee value proposition, to *'lead with heart'*.



Nathan Cockerill
Chief Executive Officer, Keyton