

HEALTH, SAFETY, ENVIRONMENT AND QUALITY (HSEQ) POLICY

BESIX Watpac considers excellence in health, safety and environmental performance, our quality of service and client satisfaction, essential components to the long-term sustainability of its business.

Our goal is to achieve a high level of HSEQ performance for the benefit of all stakeholders, including employees, subcontractors, suppliers, clients and the local communities in which we work.

Our Values

BESIX Watpac promotes an organisational culture in which the principles of HSEQ are highly valued and upheld through the BESIX Watpac core values:

- Excellence
- Passion
- Respect
- Co-creation
- Unity

Our Commitments

BESIX Watpac is committed to:

- Providing a high standard of service.
- Conducting our activities in a safe and sustainable manner which includes protection of the environment.
- Mitigating foreseeable hazards through proactive risk management practices.
- Continual improvement of our health, safety, environmental and quality management systems.
- Consistently meeting stakeholder expectations.
- Compliance to applicable legal and other requirements and voluntary commitments.
- Providing effective HSEQ information, instruction and training to our employees and sub-contractors.

Our Actions

BESIX Watpac will achieve this by:

- Providing visible support and leadership, with clear accountabilities and expectations that encourages employee, subcontractor and supplier participation in achieving our HSEQ goal.
- Establishing and maintaining documented and communicated HSEQ management systems certified to AS/NZS 45001, ISO 14001 and ISO 9001.
- Providing and maintaining a proactive HSEQ risk management framework across all aspects of our business.
- Ensuring effective consultation and communication strategies and processes are in place which allows all stakeholders to have input and provide feedback on HSEQ matters.
- Setting clear, achievable and measurable objectives and targets that promote continual improvement of our HSEQ management systems and performance.

BESIX Watpac empowers, promotes and supports all personnel in making the necessary decisions to ensure the intent of this policy is upheld.



MARK BAKER
Chief Executive Officer

Date: 16/02/2026