



GOODMAN **GLOBAL SAFETY** FRAMEWORK

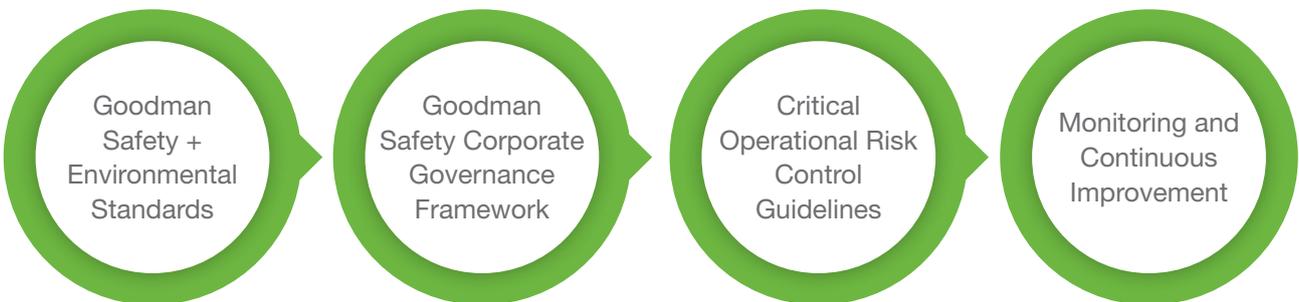


GOODMAN COMMITMENT TO SAFETY

Goodman is committed to prevention of harm in our operations and throughout our supply chain. In order to execute this commitment Goodman has developed, and is actively implementing a Global Safety Framework.

The objective of the Global Safety Framework is to define a minimum standard of safety across Goodman operations and ensure a consistent approach to management of safety risks globally. The minimum standards for safety align with the activities we undertake across our **own+develop+manage** service delivery model.

The Global Safety Framework consists of the Goodman Safety Policy endorsed by the Group CEO and a suite of four core management systems:



GOODMAN SAFETY STANDARDS

The Goodman Safety Standards have been developed to deliver a consistent and minimum standard for critical operational risk controls in activities across the Group.

There are **6 core** elements in the Goodman Safety Standards:

- 1. Our commitment** – Expectations for safety leadership across the Group.
- 2. Our understanding** – Outlining the processes required for understanding legislative duties.
- 3. Our people** – Consultation and accountabilities for safety.
- 4. Our processes** – Administrative standards for safety.
- 5. Our properties** – Critical risk control measures for our operations.
- 6. Our performance** - Monitoring and safety performance metrics.

Within each of the standards there are specific risk controls that form the layers of a safety management system aligned to ISO standards. Environmental management has been integrated into these elements.



GOODMAN SAFETY CORPORATE GOVERNANCE FRAMEWORK

Goodman has developed the Safety Corporate Governance Framework to ensure due diligence is embedded into our operations systematically. The Safety Corporate Governance Framework provides a practical system to ensure the organisation has processes to ensure due diligence is discharged. The framework covers the following areas:

- + Knowledge and understanding;
- + Accountability and responsibility;
- + Strategy and planning;
- + Statutory and contractual compliance;
- + Performance management; and
- + Monitoring and verification.

The Risk and Compliance Committee monitor performance of health and safety across the Group and support strategic direction of safety.



CRITICAL OPERATIONAL RISK CONTROL GUIDELINES

The Critical Risk Control Guidelines provide practical assistance for operational staff to ensure the critical risks are being controlled in accordance with the requirements of the Goodman minimum standards. Critical risks include the following activities:

- + Height safety
- + Electrical safety
- + Management of contractors
- + Traffic management

Critical Operational Risk Control Guidelines provide a detailed explanation of the requirements to execute elements of the minimum standards. For example the height safety guideline includes minimum design specifications for minimum standards for height safety equipment.



MONITORING AND CONTINUOUS IMPROVEMENT

In order to support our strategic approach Goodman has developed **own+develop+manage** safety performance metrics to provide lead and lag performance indicators so that trends in safety are able to be monitored.

Goodman measures lag indicators such as accidents and lead indicators. Lead indicators have been developed to monitor the proactive activities that are conducted in actively managing safety.

own+develop+manage safety performance metrics cover all aspects of Goodman operations and legislative compliance. Safety performance metrics are used to develop a deeper understanding of the nature of risk and core areas of safety concern. They are also useful in tracking compliance against statutory duties.

Promoting incident reporting and transparent reporting of near miss and non-conformances is a core objective for Goodman to develop an appropriate safety culture. The objectives of this reporting includes:

own+

- + Compliance with statutory inspections in property ownership

develop+

- + Influencing safety standards across the construction lifecycle

manage+

- + Ensuring safety of visitors and workers, including our contracted workforce
 - + Monitoring workplaces under Goodman management and control
 - + Managing operational risks associated with our properties
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Employees and external parties can also report any concerns to Goodman, via the Contact us+ form on the Goodman website, which can be made anonymously. Concerns can also be emailed to **ethicalconcerns@goodman.com**.



For more information on the Goodman Global Safety Framework, contact the Group Head of Safety.