

Safety, Health and Wellbeing Policy 2026/27



SGN

**ZERO
HARM**

At SGN, safety isn't just something we talk about – it's our commitment to Zero Harm. Zero Harm means everyone goes home safe, every day. It shapes how we work, how we make decisions and how we look after one another.

Our approach is grounded in our Zero Harm principles:

- **We Care** about the safety, health and wellbeing of our people, our contractors and the communities we serve.
- **We Own** our actions, our decisions and our responsibility to work safely and speak up.
- **We Learn** from experience, incidents and near misses so we can continually improve.

Leadership and accountability

Our Board and Executive Committee hold ultimate responsibility for health, safety and wellbeing. Clear leadership and accountability exist at every level, with leaders setting the standard and reinforcing that safety is everyone's responsibility.

Safety culture

We are committed to a strong safety culture where people follow our Life Saving Rules because they want to, not because they have to. Everyone is encouraged to speak up, challenge unsafe situations and take action to prevent harm.

Managing risk

We take a proactive approach to risk management. Hazards are identified through robust risk assessments, with risks reduced to as low as reasonably practicable across all stages of our work.

Training, equipment and safe systems

We provide appropriate training, information and support so everyone has the skills and confidence to work safely. Our assets, tools, equipment and working methods are maintained, fit for purpose and designed with safety built in.

Collaboration and communication

Achieving Zero Harm depends on open communication and collaboration. We work closely with our people and supply chain partners, encouraging feedback, listening to concerns and addressing safety issues promptly.

Health and wellbeing

We take a holistic approach to health and wellbeing, supporting both physical and mental health. We provide resources and support to ensure our people feel safe, supported and valued.

Learning and continuous improvement

We are a learning organisation. Incidents, near misses and unsafe conditions are investigated fairly and thoroughly to understand root causes and strengthen controls. We regularly monitor performance, identify emerging risks and improve our safety management systems to continuously reduce harm.

Together, by caring for each other, owning our actions and learning from experience, we will deliver Zero Harm.

On behalf of the company:
Simon Kilonback, Chief Executive Officer
1 April 2026