



ZERO HARM POLICY

1. POLICY POSITION STATEMENT

The management of the Environment, Health, and Safety of our people, align with our organisational values which see great people at the centre of an empowered and high performing culture. We are committed to creating and maintaining Zero Harm, preventing injury and illness in the workplace by providing a safe and healthy working environment which encourages people to Stay, Strive and Grow; in accordance with the current legislation. Safe People, Safe Places and Safe Systems are the foundation of a continuous improvement approach to the environment, health, and safety to achieve Zero Harm. The purpose of this policy is to provide the context for the continuing development, implementation, and maintenance of our Environmental, Health and Safety (EHS) Management System and its objectives.

2. SCOPE

Our policy applies to all employees, contractors, sub-contractors, volunteers, visitors, clients and community members in Australia, New Zealand, and the Philippines.

3. COMMITMENT STATEMENT

James Hardie's Zero Harm approach will ensure that we strive to create:

- A culture where every employee, contractor and visitor at James Hardie is empowered to be a leader to protect the environment, health, and safety.
- A commitment to the risk management process, ensuring consistency with the nature of workplace activities and scale of environmental, health and safety risks
- Measurable environmental, health and safety objectives and targets, which are documented and communicated.

Employees

- Workers carry out their work safely, with reduced risk to themselves or to others and workers must agree to comply with the EH&S policies and procedures of James Hardie and its related entities.

Management

- All management representatives are held accountable for promoting and implementing EHS best practice in their areas of responsibility.
- All workers are appropriately trained, supervised and provided with adequate information and instruction to undertake their duties safely and without risk to their health and wellbeing.
- All workplace incidents and injuries are reported in an appropriate timeframe, the circumstances investigated, details are recorded, and suitable control measures implemented to prevent any recurrence.
- Reviewing and assessing our safety performance based on the achievement of these goals, in striving for continuous improvement and the elimination of work-related illness, injury and environmental events.
- Ensuring all positions and relevant roles within the organization have clearly defined safety responsibilities, authorities, and accountabilities
- An effective EHS management system is maintained to ensure that all workplace hazards are identified, risks assessed, and control measures implemented in consultation with relevant workers to eliminate or minimise risks and prevent injuries
- The EHS management system is continually monitored and reviewed to reflect changing conditions and workplace circumstances.
- Any James Hardie worker that is injured at work will be assisted with rehabilitation to enable them to return to meaningful work as quickly as possible after any injury or incident.

John Arneil
President, Asia-Pacific

Michael Draper
Director, Global EHS

30 November 2023

Date