

THRIVE AT MIRVAC

Our Health and Safety Strategy



WELCOME TO OUR HEALTH AND SAFETY STRATEGY-THRIVE AT MIRVAC

In 2014 we launched our ‘Work Safe, Stay Safe’ program which focused on behaviours that drive our safety culture and reinforced our commitment to the health and safety of our people. Thrive will continue to reinforce and strengthen our safety practices, behaviours and culture across our business.

In addition, Thrive aims to support the wellness of our people, places and the communities in which we operate. Mirvac recognises that the wellbeing of our people is important for each person at an individual level and that sustained performance can only come from people who feel engaged, energised and enabled.

Our vision is simple ...

“To continue to pursue safety excellence and move beyond preventing harm to improve the overall wellbeing of our employees, suppliers, communities and the environment“

THRIVE AT MIRVAC



OUR COMMUNITIES

STAKEHOLDERS
SUPPLY CHAIN
SOCIAL IMPACT



OUR PLACES

DESIGN
DELIVERY
EXPERIENCE



WE

CULTURE
CAPABILITY



ME

MIND
BODY

MISSION

Empower our people to be the healthiest and safest they can be

MISSION

Be recognised as the healthiest and safest organisation in the industry by 2025

MISSION

Reimagine the benchmarks for healthy places by 2020

MISSION

Enrich the wellbeing of our communities

Our commitments to **THRIVE**



Health and Safety starts with each and every one of us. Healthy people are safer, happier, more resilient, more collaborative, and more engaged, resulting in better, more effective decisions for themselves, their colleagues and Mirvac.

FY18

Launch 'Health in focus' providing employees with access to personalised health and wellbeing assessment tools and information

Promote and embed 'My Simple Thing' to improve wellbeing and work/life quality

FY19

Create a collaborative and accessible digital health, safety and wellbeing space

Reinvigorate our health, safety and wellbeing onboarding experience and training programs

FY20

Achieve a 20% baseline improvement on personalised health and wellbeing assessments

Our commitments to **THRIVE**



Together we create the culture to be a healthy and safe organisation. To do this we need the right resources, skills and information supported by focused leadership.

FY18

Establish a National Health and Wellbeing Council to drive 'health in focus'

Promote 'Work Safe, Stay Safe' across Mirvac to embed employee and leadership behaviours that strengthen our safety culture

Enhance 'Work Safe, Stay Safe' risk programs by establishing minimum requirements for our critical risks across the business

Explore digital solutions to simplify and improve user experience with everyday 'Work Safe, Stay Safe' essentials

FY19

Create an industry-leading health and safety leadership program

Establish organisational health, safety and wellbeing indices to enable industry benchmarking

Develop a 'thriving minds' initiative to boost and embed mental health awareness and resiliency

FY20

Deliver a simplified HSE management system to transform the way we work

Innovate our health and safety practices to set the new standard

Incorporate health, safety and wellbeing into our formal recognition program

Our commitments to **THRIVE**



As a designer, developer and asset manager, Mirvac is in a unique position to influence the health and wellbeing of the places we create for ourselves and for others.

FY18

Enhance safety and design related processes and platforms to ensure seamless integration and embed lessons learnt

Develop and deliver an education program based on the innovative international WELL Building Standard

FY19

Develop and implement health and wellbeing design guidelines to establish the benchmark for healthy places

Identify a tenant partner to co-deliver a ground-breaking health and wellbeing project

FY20

All Office & Industrial development projects will be WELL-ready for Gold certification (or equivalent)

Our commitments to **THRIVE**



We connect with, and rely on, our stakeholders and communities on a daily basis. This gives us the opportunity to collaborate together to improve health, safety and wellbeing outcomes.

FY18

Strengthen our HSE procurement standards and support our suppliers to align with us

Connect with our communities to support and enhance health, safety and wellbeing needs

FY19

Engage with our suppliers to incorporate health and wellbeing initiatives in development projects

Facilitate a supplier forum to collaborate and share leading health, safety and wellbeing practices

FY20

Establish innovative partnerships with key stakeholders to positively influence health, safety and wellbeing behaviours in our community