



Workplace Health and Safety Policy

Atlas Arteria Limited
Atlas Arteria International Limited

None of the entities noted in this document is an authorised deposit-taking institution for the purposes of the Banking Act 1959 (Commonwealth of Australia). The obligations of these entities do not represent deposits or other liabilities of Macquarie Bank Limited ABN 46 008 583 542 (MBL). MBL does not guarantee or otherwise provide assurance in respect of the obligations of these entities.

Workplace Health and Safety Policy

Introduction

This policy applies to the employees, contractors, consultants and directors of Atlas Arteria (**ALX**) and to employees, contractors and consultants of ALX and Macquarie Group Limited and its related entities who serve as officers of or provide management and advisory services to ALX (together **ALX Staff**).

For the purposes of this document:

- **ALX** means Atlas Arteria Limited ACN 141 075 201 and Atlas Arteria International Limited Registration number 43828 and their controlled entities.
- **ALX Manager** means Macquarie Fund Advisers Pty Limited ACN 127 735 960, manager of Atlas Arteria Limited and adviser to Atlas Arteria International Limited.
- **Macquarie** means Macquarie Group Limited ACN 122 169 279 and its subsidiaries and any fund or other vehicle that is managed by Macquarie Group Limited or subsidiary.

Policy Statement

This policy sets out the requirements for identifying and managing workplace health and safety (**WHS**) risks which arise in the day to day activities of ALX.

ALX recognises its responsibility to provide a healthy and safe workplace and acknowledges that the businesses in which ALX invests, its asset companies, may also have exposure to WHS risks. This policy specifically covers ALX 's approach to identifying and managing regulatory, reputation and investment risk arising as a result of its corporate and/or its assets' WHS risks.

Material incidents and breaches of this policy will be escalated to the ALX CEO or ALX CEO Elect and the relevant ALX Board. In the case of ALX Staff, a breach may involve the removal of ALX Staff from performing services for ALX and disciplinary action, up to and including termination of employment.

Corporate Activities

ALX is committed to ensuring, so far as is reasonably practicable, the health and safety of its directors, staff and all visitors at its workplaces and to promoting the health and wellbeing of its staff. Some ALX Staff are Macquarie employees

seconded to ALX to work on matters at the direction of the ALX boards or ALX Manager. Since May 2018, ALX also has its own staff.

To this end, ALX will, and will request the ALX Manager to:

- Ensure there are WHS management processes to identify workplace hazards and risks and eliminate risks so far as is reasonably practicable or, if this is not possible, to minimise the risks so far as is reasonably practicable.
- So far as is reasonably practicable, provide a safe work environment and safe systems of work.
- Undertake reasonable monitoring of the health of ALX Staff and conditions at its workplaces for the purpose of preventing illness or injury.
- Consult with employees on WHS issues that directly affect them, including via WHS representatives and the WHS Committee.
- Providing ALX Staff with appropriate information, training, instruction and supervision as necessary for them to perform their role without risks to health and safety.
- Promote active rehabilitation and return to work programs with the aim of returning ALX Staff to pre-injury duties.

ALX Staff responsibilities

Each member of ALX Staff has an obligation to:

- Comply with this policy, procedures and safe work practices concerning WHS.
- Take reasonable care of the health and safety of themselves and others.
- Comply with any direction given by management for health and safety.
- Not misuse or interfere with anything provided for WHS.
- Not consume or be under the influence of alcohol or illegal drugs while at work.
- Attend WHS training and information sessions as requested.
- Report all accidents and incidents on the job immediately, no matter how trivial.

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- Report all known or observed hazards to the ALX Risk Manager.

Investments

ALX recognises that its investments in operating businesses may have legal obligations and social and contractual responsibilities, including workplace health and safety. Such responsibilities arise as a result of activities, the employment of staff, use of contractors, interaction with the public, control of premises and the provision of services.

ALX aims to invest in asset companies that regard WHS responsibilities as a high priority and are committed to providing a safe place of work, free of occupational injuries and illnesses, and promote a “zero harm” culture.

ALX nominee directors will be expected to comply with their legal obligations and to support a governance framework which allows asset companies to pursue:

- A culture that puts health and safety first.
- Compliance with all relevant WHS legal obligations.
- Provision of visible leadership, adequate resources and ensuring that workplace standards are maintained.
- A disciplined approach to the identification and management of WHS risks.
- Conducting business in a way that protects, or enhances, community safety.
- Measurement and continual improvement of WHS performance.
- Senior Management and Board oversight, including reporting.
- Effective, pro-active injury management processes to support employee rehabilitation.

Accordingly, the following apply to all ALX target investments:

- WHS due diligence will be performed on all potential investments.
- The results of WHS due diligence will be included in the investment proposal being presented to the ALX Boards for consideration.

- WHS performance of each investment will be provided to the MIRA Risk Manager on a quarterly basis.
- WHS performance of the ALX investments will be communicated to the Boards through the CEO Reports and as part of the annual financial statement approval process.
- Major incidents will be reported to the ALX Boards within 48 hours of notification being received of such an occurrence.
- ALX Boards and nominee directors will receive training on their personal and entity’s WHS obligations.

Responsibility

The ALX CEO will have primary responsibility for ensuring compliance by the ALX staff with this policy.

The ALX Risk Manager is responsible for monitoring compliance with this policy and ensuring that ALX staff understand its requirements.

Any breaches of this policy should be reported in the first instance to the ALX Risk Manager who will escalate to the ALX Boards after consultation with the ALX CEO (who will determine the appropriate method and timing for escalation).

Major incidents will be reported to the ALX Boards within 48 hours of notification being received of such an occurrence.

Review

On an annual basis this policy will be reviewed and if appropriate updated and submitted to the ALX Audit and Risk Committees for approval.

Contacts

The ALX Risk Manager and ALX Legal Manager should be contacted for any assistance or guidance in respect of the matters covered by this policy.