

# SAFE BODIES, SAFE MINDS - EMPLOYEE CHARTER

At Bright Group, we are committed to fostering a culture of safety, responsibility, and innovation.

Our **Safe Body, Safe Minds** program ensures that every employee plays an active role in maintaining a safe and supportive work environment. We aim to achieve a working environment that is free from injury or incident.

We must each take responsibility for our safety, the safety of our work mates and ultimately the standards of safety we accept within each of our work areas and teams.

This charter outlines our core principles that we commit to:

## 1 TAKE OWNERSHIP

Every individual is accountable for their actions and the safety of those around them. We take responsibility for our tasks, follow protocols, and lead by example to create a proactive safety culture.

## 2 CHECK-IN

We prioritize mental and physical well-being by checking in with ourselves and our colleagues. Open communication and support systems are essential for fostering a positive and inclusive work environment.

## 3 BE HAZARD AWARE

Identifying and mitigating risks is a shared responsibility. We remain vigilant, report potential hazards, and take immediate action to prevent incidents before they occur.

## 4 THINK DIFFERENTLY


Innovation and continuous improvement drive our safety culture. We encourage new perspectives, creative problem-solving, and adaptability to enhance workplace safety and efficiency.

## 5 STEP-IN

We actively intervene when we see unsafe behaviours or situations. Looking out for each other ensures that safety is not just a policy but a fundamental value in everything we do.

By committing to these principles, we uphold the highest standards of safety, well-being, and collaboration. At Bright Group, we are stronger together, and every action counts in creating a safer, healthier workplace for all.

**Together, we create a culture of safety.**



Stephen Easterbrook  
Managing Director

