



HSE Global

HEALTH | SAFETY | ENVIRONMENT

Capability Summary



Making a Difference Every Day

‘Making a difference every day’ is a choice we make. Our health, our safety and the impact we have on the environment are all choices we have control over. At HSE Global we are committed to helping people, organisations, community and industry to make positive choices.

Australia



New Zealand



United States

hseglobal.com.au

OUR COMPANY

We believe that people are at the centre of everything we do. When you invest first in the individual, they will optimise the systems to give us our best outcomes. When it comes to workplace health, safety and environment, companies risk a lot more than they think. They risk financial, reputation, market share, but most importantly, they risk peoples lives.

OUR VALUES

Our values define our drive and desire to support our partners, think outside the square, challenge leaders to shift from good to great and always think sustainably.

FAMILY FIRST

We treat everybody as if they were part of our own family because we care.
Customer, Team Member, Contractor, Friend or first time introduction.

This is our FOCUS

LEAD THE WAY

We role model the change, we positively support and challenge a better tomorrow and we learn by doing.

This is our ALIGNMENT

THINK SUSTAINABLY

Every action makes a difference, to our health and safety, the environment, the risk we accept now and for future generations.

This is our DISCIPLINE



Australia's Largest Mental Health First Aid Provider

Providing training and coaching for the private sector in Australia and New Zealand.

OUR FOUR AREAS OF EXPERTISE

People

- Mental Health
- Wellbeing
- Safety leadership
- Safety Interactions
- In Field Coaching
- Team Engagement
- Safety Culture

Process

- Critical Risk Management
- Contractor Management
- Health, Safety & Environment management system
- Incident investigation
- Safety by design
- Environmental management

Performance

- Strategy and Execution
- Benchmarking Safety Culture, Leadership & Mental Health
- Audit & Assurance
- Digital Solutions

Services

Providing support across the Australasian Pacific Region in the Renewable Energy, Construction, Utilities, Mining and Resources sectors.

OUR INSIGHTS 64,000 USERS AND 4 MILLION DATA POINTS

Our Global Safety Index platform is the world's largest integrated health and safety culture and leadership database and helps organisations meet the evaluation requirements of ISO 45001.

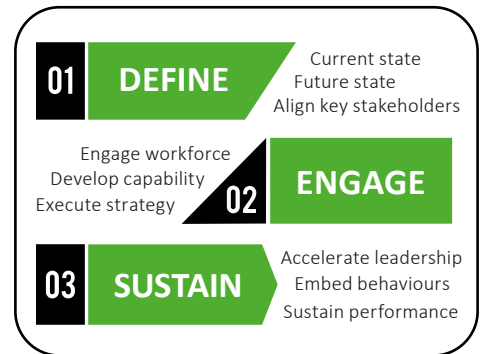
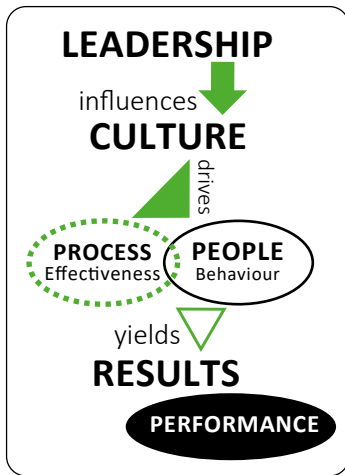


Australia
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OUR APPROACH - FRAMEWORKS AND METHODOLOGIES

Everything we do is about making a difference and empowering the organisations we partner with to do the same in a sustainable manner.

Our approach builds the skills, capabilities, competencies, systems and processes to focus on high-performance. We facilitate organisational alignment and discipline to operationally execute high-performance safety leadership, risk control and safe behaviours. We couple this with simple, practical digital solutions to measure, monitor and analyse “real time” data giving insights for improvements in safety leadership, culture and effective critical risk control performance. An added bonus is that people genuinely like working with us. We take our role within our client organisations very seriously and provide the candid and trustworthy advice that builds long and sustained partnerships.



OUR PARTNERS - OUR PERFORMANCE AND PROVEN RESULTS

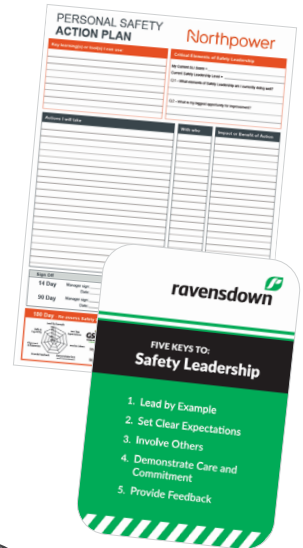
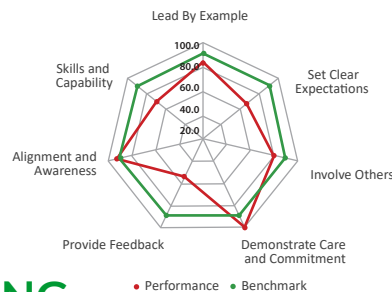


PEOPLE

SAFETY LEADERSHIP ASSESSMENT, STRATEGY AND CAPABILITY

- Safety Leadership Training
- Safety Leadership Index
- Employee Behavioural Based Safety Training
- Safety Interactions and In-Field Coaching
- Industry Leadership Programme
- Train the Trainer (Safety Leadership & BBS facilitation)
- Effective WHS Engagement and Involvement
- Infield Team Coaching -on specific areas
- WHS Coordinators – Where to Focus

SAFETY LEADERSHIP DIMENSIONS



MENTAL HEALTH AND WELLBEING

- Mental Health First Aid - Accreditation and Refresher Programme
- Mental Health Index (MHI) - Data analysis and insights
- Mental Health CARE Awareness and Coaching
- Mental Health in Practice (Quarterly embedding programme)
- Mental Fitness for Organisations, Leaders, Individuals and Teams
- Wellbeing Strategy Development and Executive Alignment
- 1HSE Wellbeing - Daily Check-in App



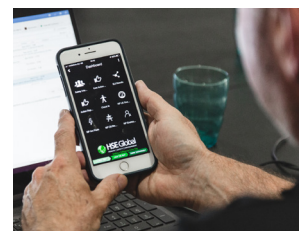
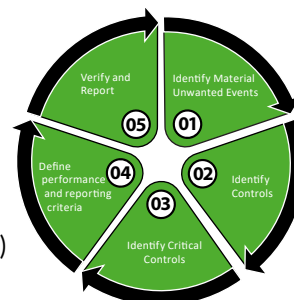
MENTAL
HEALTH
INDEX

PROCESS

RISK AUDIT, ASSESSMENT AND MANAGEMENT

- Critical Control Management
- Risk Management and Control Effectiveness
- Bowtie Risk Assessment
- Operational Risk Management Review
- Hazard Identification, Risk Assessment and Control
- Incident Investigation – Major Incidents
- Incident Investigation – Minor Incidents
- Crisis and Emergency Response
- Risk Control Verification Audits
- HSEQ Management Systems (45001, 18001, 14001, 9001, NAT tool)
- 3rd Party Contractors (COR, Contract Specific HSE Requirements)

Control Based Risk Management Framework



PERFORMANCE

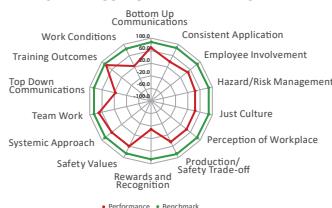
CULTURAL TRANSFORMATION & ORGANISATIONAL ALIGNMENT

- Cultural assessments and review (ethnographic studies)
- Strategic roadmap and WHS strategy development
- Executive alignment workshops
- Safety summits (Organisational alignment)
- Stop for safety (Organisational alignment)
- Coaching and Mentoring
- Global Safety Index - Assessing, Measuring, Monitoring
- Strategic roadmap and implementation
- Managing Safety Culture

SAFETY CULTURE DIMENSIONS



SAFETY CULTURE KEY DRIVERS



SAFETY CULTURE MATURITY (Global Safety Index)



DELIVERING RESULTS

HSE Global partnered with Ausgrid to undertake a full health and safety review including benchmarking and strategy development. HSE Global provided previously unknown in-depth insights of the health and safety culture, aligned the Executive Team on a single health and safety strategy designed to deliver step change in safety culture over 3 years. The review included a focus on critical risk management, leadership and industry benchmarking. Paul Jones, Executive General Manager, Health and Safety at Ausgrid



We have worked with Westpac Regional and Retail bank in the development and roll out of 'Building a High-Performance Health and Safety Culture' and undertaking a detailed review to inform the Health and Safety strategy. Key elements of this strategy included ongoing development and roll out of the Health and Safety Audit program and ongoing improvement of the Westpac Safety Leadership program.



Worked with HSE Global to undertake an HSE System review, Safety Culture ethnographic study, safety leadership training, mental health first aid training. HSE Global has built the safety leadership capability for well over 500 leaders and implemented Broadspectrum's leader led safety conversation coaching concept. Richard Turner, Executive General Manager - Global HSEC, Broadspectrum



Undertook a Health and Safety Culture ethnographic study, developed HSE strategic roadmap, safety leadership training, HSE System review, designed and facilitated leader train the trainer workshops for terminal STOP for SAFETY sessions.



HSE Global completed a review and assessment of current state health and safety culture, safety leadership capability and current systems, standards and structure to deliver recommendations and strategic roadmap. We now have a clear Health and Safety strategy to drive safety performance improvements through to 2023. HSE Global's experienced team partnered with the Executive team to deliver a health and safety cultural transformation to all 950 employees plus contractors to address gaps identified. Delivering 1:1 coaching session to build in-field capabilities for effective safety interactions, development of a control-based risk management framework to focus on control effectiveness and Board assurance. Lloyd Richards, General Manager, Health and Safety Northpower



Thiess, more than 3.4 million hours LTI-free, the most successful major road project in Victoria in 50yrs. The introduction of a daily 'Speak Up' and 'Take 2' tool increased reporting 200% within 3 months.



"This was the most challenging and uncomfortable day our Executive group has had... Thank you" Michael Luscombe, CEO and MD, Woolworths Ltd.



OUR EXECUTIVE LEADERSHIP TEAM



Michael Byrne
Advisory Board



Ben Wilson
Group Managing Director



Tony Duhne
Managing Director Australia



Helen Sadgrove
Managing Director New Zealand



Brian Rooney
Director Services Division, Aus & NZ



Luke Beeston
Director, Risk and Innovation



Kara Wise
EGM Commercial Partnerships



Ann Lindsey
Managing Director United States

Michael Byrne, Advisory Board - With a distinguished career in C-Suite executive positions including being the Managing Director, Chief Operating Officer and Director of Toll Holdings Group; Chief Executive Officer of Coates Hire; Linfox and Westgate Holdings, as well as Non-Executive Director of Australia Post, Michael understands what it takes to be a successful executive in challenging international markets and providing direction as to how Boards and CEO's can see safety and compliance as a value proposition

Ben Wilson, Group Managing Director - Ben is the founder of HSE Global. Ben began his career with BHP Billiton in engineering and senior international operational and sales leadership roles. Ben also held the role of Managing Director Australasia and Global Practice leader for Safety and Operational Excellence with BTS which is a publicly listed global strategy consulting firm. Ben holds a Bachelor of Commerce from the University of Wollongong, Master Project Director Certification with the Australian Institute of Project Management and has partaken in the Executive Leaders Program at the Harvard Business School at UWA. Ben is a member of the Australian Institute of Company Directors.

Tony Duhne, Managing Director Australia - Tony has worked with over 100 businesses developing the strategies, capabilities and behaviours required to build a high performing safety culture. These companies include Brickworks, Simplot, DP World, Transurban, Broadspectrum, Woolworths, Ausnet Services, CityWide, Adelaide Brighton, Seqwater and Powerlink. Tony began his career with BHP Billiton, as the South Australian Self Insurance Manager and then held a National HSE role at BlueScope Steel before joining Linfox Logistics, as Asia Pacific Safety Manager. Tony then joined Lynas Corporation as General Manager, SHE & Quality. Tony holds a Graduate Diploma in Occupational Hazard Management and a Diploma in Environmental Sustainability, Quality Auditing and is an accredited Mental Health First Aider.

Helen Sadgrove, Managing Director New Zealand - Helen is experienced in a range of land, air and sea industries and has substantial experience in managing and leading teams in organisations with over 20,000 people and 378 sites. Helen holds a Master of Health (MHlth) course at Victoria University and coordinated as a teaching fellow, being a published subject matter expert on matters relating to occupational health and safety and holds a Bsc (Hons.) Marine Geography, Msc Environmental Health (plus veterinary auxiliary), NVQ Occupational Health and Safety Practice, Post Graduate Public Health and a NEBOSH International Diploma OHS. In addition, Helen has a PhD Governance of Safety underway.

Brian Rooney, Director of HSE Global Services Division - Brian has more than 38 years of engineering, operational management and strategic level business management experience across the heavy industrial manufacturing, mining, construction and infrastructure sectors within APAC. Brian's has a diverse experience base from business reorganisation, safety change, lean processes, operations management, start-ups and project management. Brian is passionate about reducing complexity and making things simple for the end user because that is the difference between good and great organisations.

Luke Beeston, Director of Risk and Innovation - Luke is responsible for both enterprise and operational critical risk programs, organisational alignment, and the Global Safety Index. Luke has held senior HSE leadership positions for high hazard, ASX listed organisations including Transpacific Industries and Cleanaway, General Manager HSEQ for Australia's largest heavy haulage company and in addition has worked with companies such as Rio Tinto, BHP Billiton, Coles, Woolworths, Viva Energy, Anglo American and Orica. Luke has provided both board and executive level strategic guidance to leading organisations as well as being highly regarded for his serious incident management skills.

Kara Wise, EGM Commercial Partnerships - Kara has held numerous General Management positions and has been recently working with safety authorities and businesses across the globe in utilities, logistic, mining, defence and government including AGL, ASC, Fortescue Metals Group, Kirkland Lake Gold, Australia Post, Dulux, Aristocrat, IHG and Visy. Kara is a former senior lecturer at both Swinburne and Monash universities and holds a Master of Business from Monash University and a post-graduate degree in design thinking from Macquarie Graduate School of Management, holds a Prime Minister's award for Community Leadership and an accredited Mental Health First Aider.

Ann Lindsey, Managing Director United States - Ann is a Board-Certified Safety Professional and Certified Instructional Trainer with over 28 years' experience in managing projects, health & safety and leadership development. She has worked with organizations around the world in building strategic plans to achieve desired outcomes. She has streamlined operations, through creating a common language, believes in simplifying the complicated, and building common knowledge in operations.

ISO 45001 OHS MANAGEMENT SYSTEMS

Global Safety Index helps organisations meet the Monitoring, Measurement, Analysis and Performance Evaluation requirements of ISO 45001 (Section 9.1). Organisations must demonstrate progress towards achievement of safety objectives:

1. Safety Leadership Capability
2. Safety Culture Maturity
3. Output Performance Results



At HSE Global we are committed to helping people, organisations, community and industry to make positive choices. We have partnered with over 120 organisations in Australia, New Zealand and the United States to build skills, capabilities, systems and processes required for leaders, organisations and communities to make a difference every day.

Call today to find out how we can help your business.

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