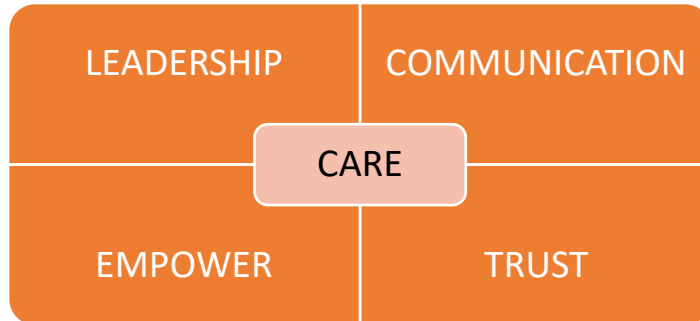


Health, Safety & Wellbeing Policy

Keeping people safe is our most important measure of success.



We care and will keep people safe, healthy and well by:

Leadership:

- Leaders regularly seen in the workplace having safety conversations
- Everyone responsible for setting an example to others
- Adequate resourcing for health, safety and wellbeing

Communication:

- Workers actively involved in safe production decision-making
- Open & honest communication across the business, including performance against objectives

Empowerment:

- Workers are the solution. Consultation and participation of workers
- Risk assessment routinely used and understood at all levels

Trust & Respect:

- Earned mutual respect between workers and leaders
- Accountability for individual behaviours including compliance with rules and regulations
- Honest mistakes treated as learning experiences, without fear of blame or recrimination

These pillars are supported by a learning team culture with a commitment to continual improvement and fulfilling all applicable legal and other requirements.

Adam Cato
Managing Director
July 2025