

POLICY

OCCUPATIONAL HEALTH AND SAFETY

OBJECTIVES

We are fully committed to achieving our health and safety aspiration of "everyone goes home at the end of each day in the same condition in which they arrived".

- We believe that all incidents, occupational injuries and illnesses are preventable, and our safety system is committed to prevent their occurrence in our workplace.
- We also believe that attaining industry best practice in health and safety is critical to the success and sustainability of our company.
- We are committed to developing and maintaining a strong safety culture and work to continuously improve our safety systems.

STRATEGY

GenEng Solutions has established and implemented a management system based on requirements of the ISO45001 standard for Occupational Health and Safety.

We achieve these objectives by:

- Placing the highest importance on health and safety issues in all our activities and ensuring appropriate management controls are in place.
- Being constantly aware of our occupational health and safety risks, ensuring our system is appropriately resourced to eliminate hazards and control them.
- Complying with all relevant laws, regulations and standards, and applying responsible standards where laws do not exist.
- Learning from our performance to continuously improve our processes, work practices and behaviours and sharing our lessons learned throughout our organisation.
- Maintaining an Occupational Health and Safety Committee attended by all staff ensuring employee engagement, consultation and participation in maintaining and continually improving our system.
- Setting internal targets that drive us to continually improve our health and safety performance.
- Reporting our health and safety performance openly and transparently to our Occupational Health and Safety Committee and Board.
- Engaging contractors and suppliers who share our values and working with them to consistently meet our health and safety expectations.
- Creating and sustaining a culture that encourages our workforce to act in accordance with this policy.

APPLICATION

The Executive Team is accountable for ensuring this policy is implemented. This policy applies to all personnel, contractors and suppliers engaged in activities under our operational control and is made available to all external interested parties.

This policy will be reviewed every three (3) years.

A handwritten signature in black ink, appearing to read "Ged Brennan".

Ged Brennan, Managing Director

GenEng Solutions Pty Ltd

10 February 2025