



HEALTH AND SAFETY POLICY

Vertech Group and its Business Units place paramount importance on safeguarding the physical and psychosocial health, wellbeing, and safety of all individuals involved in our operations.

Our commitment is to prevent work-related injuries, psychological and physical harm, and illnesses through continuous improvement in our Health and Safety processes.

The Group recognises that people are our most valuable assets.

To uphold this commitment, The Group will:

- ✔ Systematically identify hazards, assess potential impacts, develop mitigation measures and implement appropriate controls to eliminate or minimise risk to as low as reasonably practicable.
- ✔ Equip our people with the best information, training, resources and tools to enable them to perform their work safely and proactively drive a culture of safety and wellbeing.
- ✔ Demonstrate strong HSE Health and Safety leadership at all levels through visible, proactive and vigilant behaviours.
- ✔ Build a culture where positive HSE Health and Safety habits and interventions are regularly recognised, rewarded and reinforced.
- ✔ Work hard to ensure everyone understands their HSE Health and Safety responsibilities and accountabilities and consult with employees on Health and Safety matters.
- ✔ Focus on individual and team wellbeing and recognise and manage work-related stress and other psychosocial risks.
- ✔ Support the management of injuries and illnesses through early intervention, rehabilitation and return return-to- work programs.
- ✔ Comply with all applicable HSE Health and Safety obligations as set out in relevant legislation, standards and procedures.
- ✔ Ensure all incidents, injuries, near misses, and hazards are reported, investigated, and addressed promptly, with learnings shared across the organisation. Report all incidents, injuries and hazards and act promptly to provide support, prevent a recurrence and share learnings.
- ✔ Seek input and advice from others to ensure suitable controls, mitigations and actions are enacted.
- ✔ Listen to the experiences of our people and leverage their insights to develop solutions.
- ✔ Review Health and Safety trends and data for continuous improvement.

Health and Safety is a shared responsibility, requiring the active commitment and participation of all our people, our leaders and our partners. We work together to learn and continually improve our performance.

The Group's Core Values and CARE philosophy are the foundation for our success and provide clarity on how we demonstrate our commitment to Health and Safety.

Cameron Waters – Group Managing Director

Vertech Group Pty Ltd

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