

HYDRO AUSTRALIA PTY LTD

Occupational Health and Safety Policy

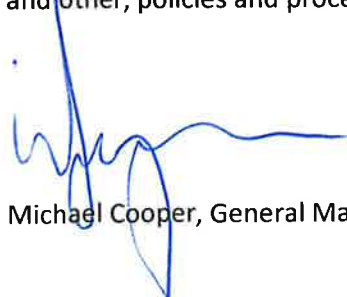
This policy supports Hydro Australia's commitment to prioritise, promote and protect the physical and psychological wellbeing and safety of our workforce and aim to prevent accidents, injuries, and occupational illnesses through continually improving our health and safety systems and practices, using proactive measures and continual improvement in comparison with industry standards. Hydro Australia will achieve a high standard of safety performance and empower its employees and contractors to take an active role in identifying hazards and acting to prevent an injury or illness from occurring in the workplace.

This commitment will be achieved through providing the following:

- A safe workplace and a safe healthy working environment by integrating workplace health and safety into all aspects of its operations.
- Identifying hazards, assessing risk and implementing control strategies to minimise risk of injury to people and property and provide safe systems of work.
- Machinery, equipment and substances in a safe working condition by designing, purchasing, installing and maintaining a safe site and machinery.
- Information, instruction, training, and supervision necessary to ensure that each employee is safe from injury and risks to health.
- Effective consultation with employees on all issues that may affect health and safety at work.
- Effective injury and illness reporting and investigation and effective rehabilitation measures for employees who suffer work-related injuries and illnesses.
- Compliance with relevant Occupational Safety and health legislation, standards, and codes of practice.
- A commitment by employees to minimise risk and injury within the workplace and to provide a safe work environment.
- An annual OHS Plan that sets objectives and targets with the aim of minimising health and safety related risks of injury or illness and ongoing review of our health and safety performance, with the intention to identify continuous improvement opportunities.
- Defining roles and responsibilities for health and safety in the workplace.

This policy applies to all employers, employees, contractors and visitors to the Hydro Australia facility. It is the responsibility of all personnel to perform all work duties in a manner which ensures individual health and safety and that of all others in the workplace by following safe work practices, instructions and rules. To immediately report any unsafe work conditions or equipment and not to misuse, damage, refuse to use or interfere with anything provided in the interest of workplace health and safety.

We recognise that employee consultation and participation in our safety system is vital and improves decision making and suggestions for change and improvements to policies, procedures or safe work practices are encouraged as well as keeping employees informed of safety issues relating to their jobs on a regular basis. Hydro Australia shall work in conjunction with employees to review and update this policy, and other, policies and procedures relating to work health and safety as regularly as is necessary.



Michael Cooper, General Manager

17.4.2024

Date