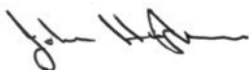


Elemera, incorporating Safehouse, Inlex and EXIO (“**Company**”) recognises the importance of providing all employees, contractors and visitors with a safe and healthy work environment. We believe that all injuries, occupational illnesses and process incidents are preventable. To that effect the Company has developed a safety management system that is integrated with all our business activities.

Plans and objectives appropriate to the context of our activities will be established and implemented as required to ensure the continual improvement of our services. The Company will ensure that the necessary resources are made available to execute plans and achieve stated objectives. The review of work health & safety (WHS) performance will occur at regular intervals. The Executive Management Team is accountable for the implementation of this Policy and the management of Work Health & Safety on a day-to-day basis.

The executive management team is committed to a goal of achieving zero harm and will seek to achieve this by:

- ▮ Identifying and reducing the risks of all types of work activities that have the potential to produce personal injury, occupational illness or workplace psychosocial hazards that can impact on mental health;
- ▮ Promoting and enhancing a work environment consistent with the principles of dignity, mutual respect, confidentiality, cooperation and trust in the WHS Management System.
- ▮ Applying the principles of the Plan, Do, Check, Act cycle throughout our WHS Management System;
- ▮ Ensuring that everyone (including visitors and contractors) complies with appropriate legal and workplace requirements relating to safety and health;
- ▮ Ensuring we comply with and satisfy all applicable legal and other requirements that relate to our activities;
- ▮ Establishing measurable objectives and targets for health & safety to ensure continuous improvement aimed at elimination of work related illness and injury;
- ▮ Providing instruction, training and supervision to improve individual’s understanding of workplace hazards, including safe work practices and emergency procedures;
- ▮ Encouraging our employees to actively participate in health and safety matters within the workplace, and consulting with them in ways to recognise, evaluate and control workplace hazards via the risk management process;
- ▮ Communicating health and safety information to all employees, contractors and visitors to the work place;
- ▮ Ensuring all electrical activities are executed as per regulatory requirements, client requirements and Company procedures;
- ▮ Ensuring all hot work management services and rental equipment are provided as per regulatory requirements, client requirements and Company procedures;
- ▮ Ensuring all rope access activities follow regulatory requirements, IRATA membership requirements, client requirements and Company procedures;
- ▮ Ensuring we use correct methods when working at height and utilise IRATA qualified personnel for all rope access activities;
- ▮ Maintaining our Safety Management System to the requirements of ISO 45001:2018;
- ▮ Ensuring that the Company Work Health & Safety Policy is communicated to all our employees.



John Hughes
Managing Director
4th June 2024