

Banlaw is committed to the philosophy of zero incidents: "We believe all incidents and injuries are preventable". Management's objective is to develop the culture and processes to ensure the prevention of all injuries.

Banlaw's Workplace Health and Safety (WHS) objective is to complete all work to a level that meets the company's and customers' expectations, without injury to workers, contractors, or stakeholders, without damage to equipment or property.

Banlaw is committed to ensuring that all its workers will also regard these objectives as essential core values. The co-operation of all stakeholders is essential in achieving and sustaining a high standard of incident and injury prevention. Banlaw key safety objectives across all divisions are:

- Provision of a safe workplace by developing and implementing WHS programs to reduce risks by ensuring all hazards in the workplace are identified, assessed, and eliminated or controlled.
- Continually improve and foster a positive WHS culture through effective consultation with workers and implement agreed WHS consultative arrangements for the effective management of safety issues.
- Establish measurable objectives and targets (e.g., KPI's) to ensure continuous improvement aimed at eliminating work-related injuries and illness.
- Ensure ongoing monitoring and auditing of the WHS Management System with periodic management reviews.
- Providing adequate information, instruction, training, and supervision to ensure all workers and contractors can undertake their duties safely.
- Appropriately induct the workforce ensuring all workers are informed of onsite safety requirements.
- Commit to fulfil all legal and other requirements and maintain communication with government bodies on WHS issues.
- Provide adequate safety information to end users of Banlaw manufactured products. Commit to taking appropriate action when a safety concern has been identified with a Banlaw supplied product such as deliver safety notices or issue recall of a product.
- Identify and subsequently comply with all applicable governances as a designer, manufacturer, importer, and supplier of a product, whether Banlaw or third party.
- When risks cannot be feasibly removed, appropriate personal protection equipment (PPE) will be provided. Workers must wear appropriate PPE that is in good working order and use it correctly. Managers and supervisors are responsible for ensuring the issue of appropriate PPE, enforcing the use of PPE, and further, ensuring proper care and maintenance of PPE.

All managers and supervisors will ensure the objectives of this policy are implemented and integrated into day-to-day work practices.

All workers have the responsibility to take care of the health and safety of themselves and others by learning and abiding by the WHS policies and procedures that are applicable to their work tasks and for reporting substandard practices or conditions to their supervisor, manager or the HSE coordinator.

Commitment to this policy shall be demonstrated by regular reviews of our performance and the achievement of our objectives.

Approval Date: Monday, September 16, 2024

Bill Clifton, Managing Director & CEO