

Health and Safety Policy

Skellerup Holdings Limited

1. Purpose

The purpose of this Policy is to confirm the commitment and core responsibilities of Skellerup Holdings Limited and its subsidiaries (referred to in this Policy as *Skellerup*) to the assessment of risks and prevention of all occupational injuries at all levels. This Policy applies to all Skellerup directors, employees, contractors, and visitors.

2. Policy Statement

Skellerup is committed to the effective prevention of all workplace injuries and the continuous improvement of our health and safety systems to effectively maintain and improve a safe working environment for our people, contractors, and visitors. This will be achieved through:

- Providing and maintaining safe working environments, procedures, and operations.
- Comply with relevant legislative requirements by keeping abreast of changes in laws and current industry standards.
- Training and coaching our people to perform their work activities safely and effectively.
- Providing appropriate personal protective equipment (PPE) to staff and site visitors.
- Ensuring the accurate and timely reporting, recording, and investigation of all incidents.
- Ensuring our work activities are only attempted or undertaken when it is safe to do so.
- Consulting with our people and their nominated representatives.
- Supporting the safe and early return to work of injured employees.
- Taking appropriate disciplinary action where breaches of safety are committed.
- Assessing, inducting, and monitoring the health and safety behaviours of on-site contractors and ensuring they are using appropriate PPE.

3. Responsibility

Board

The Board is responsible for exhibiting leadership behaviours that reflect this Policy by considering the health and safety implications of strategic decisions.

Board Health & Safety Committee

The Board Health & Safety Committee is responsible for reviewing this Policy, approving Objectives and monitoring performance against this Policy and the Objectives based on the reports provided by the Chief Executive Officer (CEO) and their management team.

Management

Each Skellerup Business Unit (BU) is responsible for developing and implementing Health and Safety Plans, Objectives, and reporting on progress against the Objectives to the CEO monthly. The CEO and BU leaders will actively promote a health and safety-first mindset at Skellerup through leadership. BU leaders are responsible for ensuring all personnel are aware of this Policy and adhere to its principles and requirements.

Employees

Employees will be informed of Skellerup's Health and Safety Policy and are required to adhere to the guidelines in this Policy in their day-to-day work. Employees must carry out their work with care and are responsible to keep themselves and others healthy and safe. Employees are empowered and encouraged to identify areas for improvement.

4. Reporting

The CEO will submit a Group Health and Safety Report for discussion at each Board Health & Safety Committee Meeting and Board Meeting.

BU Reporting on workplace health and safety will be made in accordance with the Planning & Reporting Requirements specified in the Group Health & Safety Manual. This includes:

- Submission of a monthly report including details on progress against the annual Health & Safety Plan and minutes from their monthly Health & Safety Committee meetings.
- Obligation to notify the CEO as soon as reasonably practicable of any work-related Serious Harm Injuries (SHI), injuries, illness or incidents that require notification or reporting to external agencies and Lost Time Injuries (LTI).
- Obligation to notify the CEO of Medically Treated Injuries (MTI) if the incident could have resulted in a LTI, SHI or has the potential for the individual's condition to deteriorate further.

Term	Definition
Serious Harm Injury (SHI)	A work-related injury or illness that amounts to, or results in permanent or temporary, severe loss of bodily function.
Lost Time Injury (LTI)	A work-related injury or illness that results in a period of absence from work equal to or greater than one full working shift.
Medically Treated Injury (MTI)	A work-related illness or injury resulting in the medical practitioner administering special expertise in the management or care of a patient to combat disease or disorder, including any loss of consciousness, and includes prescribing of any medication that cannot be purchased over the counter without a doctors' prescription. Where there is no 'treatment' it is considered a first aid injury.
Near Hit event (NH)	A work-related incident which did not result in injury, illness, damage, or other loss, but potentially could have.

5. Review

The Health & Safety Committee will review this Policy annually and recommend any proposed changes to the Board for approval.

Next Review Date: May 2025