

WORKPLACE HEALTH AND SAFETY POLICY

Sencova is proud of its commitment to providing a safe and healthy working conditions for our people and the implementation of an effective Health and Safety Management System. Our Health and Safety Management System is a key tool in managing health and safety risks by implementing, maintaining, assessing, analysing and constantly improving a healthy workplace.

Objectives

The implementation of established objectives and targets allows us to continually improve our health and safety environment. The tangible benefits that this will provide our operations, include an efficient and conscientious work force focused on providing, controlling and minimising risks. Accordingly, Sencova's Directors, management and staff are totally committed to achieving the following health and safety objectives:

- a. Striving to be "injury free" and the elimination of hazards and reduce OH&S risks.
- b. Implementing and maintaining a Health and Safety Management System modelled on ISO 45001:2018.
- c. Documenting clear guidelines regarding health and safety responsibilities at all levels of employment,
- d. Providing instruction, information and training to achieve competence in work responsibilities and procedures,
- e. Providing for employee participation in review of workplace health and safety issues and improvements, this includes a commitment to consultation and participation of workers and workers representatives.
- f. Striving for safety at all times, reporting unsafe acts or situations,
- g. Establishing measurable objectives and targets to ensure continual improvement aimed at elimination and prevention of work-related injury and illness, and
- h. Compliance with relevant Health and Safety legislation, regulations, Australian Standards and codes of practice.

Commitment to safety and climate change

Management is committed to providing a safe workplace and will utilise the appropriate resources to achieve best practise in this regard. Equally, all employees have a responsibility to work safely, use the training, resources and equipment provided and support a safe work environment.

Every member of our management and staff is charged with the responsibility of delivering and the implementation of this safety system. We urge each of our staff to embrace this with the passion that we have for this significant aspect of our business and strive to constantly improve and find safer and healthier ways of growing our business.

We are committed to identifying, assessing, and controlling the impacts of climate change on our operations and employees, and to reducing the negative effects of our activities on the environment, in alignment with sustainable practices.



We recognize the potential risks and opportunities presented by climate change, including extreme weather events, temperature variations, and shifting regulatory frameworks. We will integrate these considerations into our risk management processes and decision-making.

We will take proactive steps to mitigate the health and safety risks associated with climate change, such as implementing measures to protect employees from extreme heat, flooding, or other climate-related hazards.

We will ensure that climate-related risks to employee safety and well-being are assessed, and that preventive actions and protective measures are taken to minimize those risks. This includes providing training, protective equipment, and appropriate work practices.

We are committed to complying with all relevant climate-related legal and regulatory requirements, including those pertaining to occupational health and safety, environmental sustainability, and climate adaptation.

We will continually assess and improve our climate-related risk management practices, ensuring that our safety policies and procedures are adapted to address emerging climate risks and evolving best practices.

We will incorporate climate-related risks into our emergency preparedness and response plans, ensuring that employees are trained to handle extreme weather events or other climate-induced incidents.

Fulfilling the above commitments and policy objectives requires a dedicated and disciplined approach to safe work by everyone and a commitment from all our people, employees on site, subcontractors, visitors and suppliers to a safe work environment.

A handwritten signature in black ink, appearing to read 'Jane Raspotnik', located below the main text.

Jane Raspotnik
Joint Managing Director
21 January 2025

