

Health and Safety Policy

1. Purpose

Timberlink Australia and New Zealand (“Timberlink”) is committed to providing a safe workplace for our workers, contractors, clients, and other persons with the potential to be harmed by how we operate.

The purpose of this policy is to formalise our approach and commitment to the prevention of work-related physical and mental injuries and illnesses.

2. Scope

This policy applies to:

- Leaders and workers, this includes labour hire, contractors, graduate placements, apprentices, and sub-contractors.
- Other persons such as suppliers, customers and members of the public that could be impacted by the operations of Timberlink.

3. Reference

- Work Health and Safety Act 2012 (SA)
- Work Health and Safety Action 2012 (TAS)
- Occupational Health and Safety and Act 2004(VIC)
- Work Health and Safety Act 2020 (WA)
- Health and Safety at Work Act 2015 (NZ)

3. Our Commitment

The Timberlink leaders will monitor and support the health and safety program by:

- Providing and maintaining a safe system of work and healthy workplace.
- Investigating incidents, including near misses, to avoid recurrence of events.
- Identifying hazards and managing risks (physical and psychosocial) so far as is reasonably practicable.
- Identifying and managing critical risks. This includes reviewing, and as necessary revising, control measures and a commitment to continuously improving the health safety management system.
- Prioritising and supporting mental health and wellbeing.

- Identifying and providing adequate resources, training, information, instruction and/or supervision.
- Setting objectives and targets and monitor continuous improvement of the system and our performance.
- Complying with applicable health and safety legislative and other relevant requirements (including Codes of Practice).
- Communicating, consulting and engaging with workers and third parties, so far as is reasonably practicable.
- Encouraging and supporting workers and other persons to work safely.

Everyone Home Safe Everyday

Our core belief is that everyone deserves to return home safely at the end of the day. This is built on the following principles:

- We care about our people's health (including psychological) and wellbeing and will support and encourage them to do the same.
- Our people will stop work when there is a risk to their health and safety.
- Safety is the presence of effective barriers and controls, not the absence of incidents and injuries.
- Safety is about always making safe choices.
- Working safely is always prioritised by our leaders, workers and other persons.
- Injuries and incidents can be prevented.
- Everyone getting home safe every day is achievable.

4. Our Actions

How we deliver the health and safety program is guided by three safety Pillars: Safe People; Safe Systems; and Safe Plant, Equipment and Environment.

Safe People

At Timberlink, every worker and other person is a health and safety leader, responsible for actively caring for their own health and safety and the health and safety of others. This commitment to "everyone looking out for everyone" is achieved through:

1. Monitoring the capabilities of our workers and other persons
2. Encouraging workers and other persons to stop work and intervene when necessary
3. Empowering all individuals to never walk past an unsafe act or condition, and to take ownership in finding a safe solution.

Safe Systems

Systems of work that aim to simplify, strengthen, and deliver on our health and safety capability will include:

1. A fit for purpose health safety management system

2. Designing and deploying appropriate resources, systems, and processes to eliminate risks so far as is reasonably practicable and if it is not reasonably practicable to do so then minimise those risks so far as is reasonably practicable.
3. Monitoring the implementation and effectiveness of our systems with inspections and audits.
4. Maintaining emergency management preparedness with the goal of a best practice response.
5. Proactively managing injuries in line with legislative requirements, with the aim to achieve positive outcomes for our workers.

Safe Plant, Equipment and Environment

The risks associated with plant, equipment, and the workplace environments must be managed. This includes considering the following:

1. Correctly scoping the requirements of the plant and equipment and completing both pre-purchase and post-commissioning or implementation risk assessments.
2. Confirming plant and equipment is maintained and operated in line with original manufacturer requirements and any modifications are appropriately risk managed in line with applicable health and safety legislative requirements (including Codes of Practice).
3. The provision of relevant training, information, instruction, supervision, competency verification and licencing.
4. Monitoring and managing risks associated with the work environment.
5. Completing verification activities on plant, equipment and the work environment.

6. Workers and Other Persons Obligations

Under applicable health and safety legislation, workers and other persons have the following obligations:

1. Taking care of their own safety and the safety of others including by following health and safety processes, procedures and using appropriate protective equipment as required.
2. Reporting hazards, risks, incidents or unsafe conditions as required by safety processes and policies.
3. Participating in safety training and consultation activities.
4. Not to tamper with health and safety equipment or systems.

7. Review

This Policy will be reviewed by the Board at least every two years.

Approved and adopted by the Board 3 December 2024.

Version	Changes	Date
V1.0	Original	February 2019
V2.0	Review and update to align to best practice and governance principles of ISO45001	January 2021
V3.0	Review and update to align with safety differently principles and strategy	November 2022
V4.0	Reviewed and updated. Aligned “Our Actions” to current and strategic safety activities. General wording updated to align with legislative terminology.	December 2024