

POLICY STATEMENT

HEALTH, SAFETY & ENVIRONMENT POLICY

NEXT REVIEW: JULY 2027

DOCUMENT: EMPO1-0001

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SUPERSEDES: N/A

Unipod Pty Ltd (the Company) are committed to providing a safe workplace and protecting the environment. We believe all incidents are preventable. The Company demonstrates this commitment through its Health, Safety and Environment (HSE) Management System that is integrated with all organisational activities.

All people working within or on behalf of the company have a duty of care. These include:

- The responsibility to work safely;
- To take all reasonable care for their own health and safety and;
- To consider the health and safety of other people who may be affected by their actions.

We are committed to:

- Proactively identifying risks and managing hazards;
- Integrating HSE considerations in all business activities;
- Consulting with employees, contractors, customers and suppliers on health, safety and environmental matters;
- Complying with HSE legislative and regulatory requirements;
- Providing HSE information, instruction and training for employees;
- Resolving HSE issues in a timely and professional manner; and
- Evaluating the effectiveness of the implementation of the HSE Policy and management system to ensure we identify improvement opportunities.

All Management have the responsibility to:

- Be a role model and encourage positive HSE practices;
- Develop, implement and monitor HSE procedures and training;
- Ensure appropriate resources are allocated to meet HSE requirements;
- Communicate performance and compliance expectations through effective supervision and training; and
- Ensure accurate and timely HSE reporting, planning and incident management.

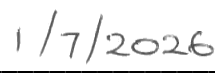
All people, including contractors and visitors working for and on behalf of the company have the responsibility to:

- Demonstrate positive HSE behaviours and actions;
- Follow and adhere to safe work practices at all times;
- Step in if an unacceptable behaviour or practice is observed and discourage others from working unsafely;
- Report and where possible take immediate action on unsafe acts, conditions, equipment or behaviours;
- Treat everyone with respect and fairness at all times; and
- Comply with this policy, HSE procedures and legislation at all times.

The Company recognises that there is no task that is so important or so urgent that it releases the company, its managers, employees, sub-contractors or visitors from the responsibility to ensure a healthy and safe work environment.

A handwritten signature in black ink, appearing to read "G Johnston", written over a horizontal line.

Grant Johnston
CEO

A handwritten date "1/7/2026" in black ink, written over a horizontal line.

Date