

**Keeping people healthy and safe in everything we do** is one of our core values.

Austunnel aspires to provide the highest standard of health, safety, and wellbeing for those who work on or interact with our business. We operate under the Austunnel Integrated Management System ('AIMS') which is certified to ISO 45001.

This Policy applies to Austunnel and its controlled Entities.

We are committed to:

- Demonstrating strong safety, health and wellbeing leadership and accountability.
- Complying with all applicable legal, regulatory, and other relevant requirements associated with work health and safety.
- Setting performance targets annually that support the objectives and targets of AIMS.
- Applying risk management principles in everything we do.
- The elimination of hazards, proactively eliminating work-related serious incidents and fatal injuries, and to systematically reduce all other risks so far as is reasonably practicable.
- Preventing work related incidents, injuries, and ill-health. However, on occurrence, we will record, investigate, and take action to prevent future re-occurrence.
- Providing an effective, proactive, and positive recovery program for injured workers.
- Communicating, consulting, and engaging with workers and relevant others, on matters of work health, safety, and wellbeing.
- Ensuring that we provide adequate information, instruction, training, and supervision.
- Monitoring, reviewing, and reporting on the performance of AIMS to ensure that it remains suitable, effective and is continuously improving.

Under this Policy Our employees, contractors and suppliers are accountable for:

- Ensuring the health, safety, and wellbeing of themselves and of others in the workplace, through acts or omissions.
- Adopting safe work practices and complying with all AIMS policies, procedures, and instructions.
- Reporting unsafe conditions, plant, or practices, and taking positive steps to resolve or escalate matters affecting the safety, health and wellbeing of people at the workplace.

This Policy will be communicated to all Austunnel employees and relevant stakeholders, and it will be made available to applicable interested parties as appropriate, upon request.

**Alexei Bebek**

Managing Director

November 2025