

## WHS Policy

The health, safety and welfare of all employees, contractors, clients, visitors on site and members of the public who come into contact with our Company's operations are important to us.

AVJennings is committed to WHS and strives for continuous improvement in WHS management.

### Objective

Our main objective is to protect workers and other persons against harm to their health, safety and welfare from hazards and risks arising from work.

### Obligations

Everyone is responsible for WHS and it is important that every worker and other person who performs work for AVJennings or enters an AVJennings workplace are aware of their obligations.

The most important obligation is that everyone has a responsibility to take reasonable care for their own health and safety and that of others.

AVJennings expects that its employees will display a positive commitment to the principle of WHS.

AVJennings will, from time to time, have a range of policies and procedures in place to assist with meeting its duties to workers and others in relation to WHS. This is demonstrated by:

- An overarching health and safety programme including site specific safety plans;
- Measurable objectives and targets relating to WHS performance;
- Workplace hazard identification regimes to identify risks and identify appropriate measures to eliminate or control these risks;
- Consultation measures in relation to issues affecting health and safety;
- Training and education;
- Briefing and induction training for workers visitors to any AVJennings worksites to brief them on safety related matters; and
- Incident reporting processes.

Everyone must make sure that they are aware of their obligations under AVJennings' policies and procedures about WHS, meet their obligations under those policies and procedures and participate in any training which is provided in relation to WHS.

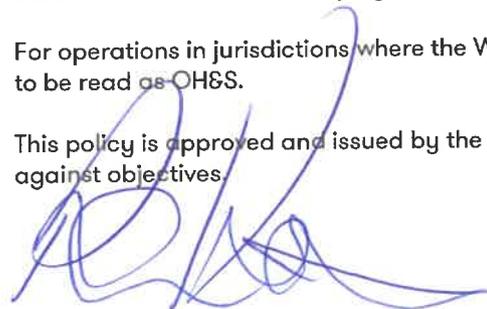
### Application of this Policy

The policy is applicable to AVJennings in all of its operations, at all locations occupied or controlled by AVJennings and where any AVJennings workers are performing work.

AVJennings workers include AVJennings employees, contractors and their employees, and subcontractors and their employees.

For operations in jurisdictions where the WHS model legislation does not apply, the reference to WHS is to be read as OH&S.

This policy is approved and issued by the CEO and will be subject to regular monitoring and review against objectives.



Philip Kearns AM  
Chief Executive Officer  
Date: February 2023