

The Ridley Corporation Limited (**Ridley**) consolidated group recognises its collective responsibility under Occupational Health and Safety (**OHS**) and Workplace Health and Safety (**WHS**) and related safety laws. Our overarching objective at Ridley is that nobody goes home injured. Our commitment to health and safety is articulated in this Health and Safety Policy, and specifically we are committed to:

- Complying with relevant health and safety legal obligations
- Maintaining hazard and risk management systems consistent with our risk exposure
- Providing a working environment, plant and systems of work, which are free, as far as is reasonably practicable, from risk of injury or disease for all workers and visitors
- Consulting with workers when developing the health, safety and environment management system (**HSEMS**) and assessing risk
- Developing the skills and capabilities of all workers and motivating them to understand their safety responsibilities and encouraging them to participate in identifying, assessing and controlling risks
- Establishing measurable objectives and targets to ensure continuous improvement aimed at reducing, so far as is reasonably practicable, and where possible eliminating, all work-related injuries and illnesses
- Monitoring and reporting our progress against this Policy and our objectives and targets to the Board, executive management and Ridley workers
- Holding management accountable for performance against our objectives and targets
- Communicating our health and safety expectations to all persons involved in our business
- Ensuring managers are responsible and accountable for the health and safety of their workers while they are at work
- Ensuring our managers provide adequate resources to implement this Policy, facilitate health and safety initiatives, and that workers comply with their health and safety obligations
- Providing a work environment where workers comply with the health and safety policies and procedures and take reasonable care for their own safety and that of others who may be affected by what they do or do not do at work
- Ensuring that all work-related incidents and injuries are reported and appropriately investigated to determine root cause(s) so that appropriate actions can be implemented to minimise recurrences
- Providing rehabilitation and return to work programs to workers who sustain work related injuries
- Encouraging and supporting participation in health promotion programs that focus on improving the health, well-being and fitness of our workers
- Providing workers with access to assistance programs, including confidential counselling, which supports their psychological health and well-being
- Periodically reviewing the components of the HSEMS
- Seeking continuous improvement in our health and safety performance to address deficiencies
- Working with, encouraging and monitoring our suppliers and contractors to conduct business with us in a safe manner at all times; and
- Communicating this policy to all workers and other interested parties.

The principles in this Policy apply to all of Ridley. The Ridley Group Health, Safety and Environment team will implement and maintain the HSEMS (inclusive of standards, policies and procedures). This system will be monitored regularly to ensure its effectiveness and integrity in order to facilitate continuous HSE improvement.

Approved by the Board:

April 2023