Work Health and Safety Policy

The health, safety and welfare of all people involved in our business or our projects are of primary concern. This concern is reflected in the way we plan our work activities, equip our people, and perform and control our work processes.

Our objective is to provide a healthy and safe work environment where all staff and subcontractors can work productively, and others can visit, without risk of injury or illness. Our business only welcomes those who support our vision as we do not compromise on safety.

Physical and Psychological Harm

Our business is committed to effectively manage and eliminate physical and psychosocial hazards which could cause potential harm in the workplace.

A **physical hazard** is anything which has the potential to cause injury or illness.

A **psychosocial hazard** is anything in the workplace that can cause psychological harm.

Company responsibilities

The Company ensures a healthy and safe workplace by providing and maintaining:

- Safe plant and equipment;
- Protective clothing and safety equipment; and
- Information, training and instruction

The Company is committed to:

- Continually reviewing and improving objectives and targets;
- Ensuring that we eliminate or control our staff and subcontractor's exposure to work related hazards, injury and illness'
- Consultation and participation of workers.

Employee responsibilities

All employee and subcontractors are responsible for their own health and safety and must ensure they attend all required training. Staff are encouraged to communicate and be involved in health and safety matters, to comply with our Integrated Management System, and be responsible to:

- Adhere to safe work practices, procedures, instructions and rules;
- Perform all duties with regard to their own and other's health and safety; and
- Cooperate with management to ensure health and safety responsibilities are fulfilled.

This policy has been developed to comply with legislative obligations and will be reviewed periodically. The Company expects all employees to comply with this policy. If any employee witnesses any incident or behaviour that breaches this policy, they should report their concerns immediately to their manager.

Any breaches of this policy will be investigated by a nominated organisational representative and may result in disciplinary action being taken.

The Company has implemented and will continually improve the Work Health and Safety Management System in accordance with ISO 45001 which is integrated within the processes we follow in order to provide products and services to our customers.

This Work Health and Safety Policy is available to relevant interested parties upon request, and can be viewed on the Company website (www.carfax.com.au)

JEROME CURLL
Managing Director
9 October 2025