

Health, Safety and Wellbeing Policy



At Aussie Broadband, we are committed to ensuring the health, safety, and wellbeing of all individuals associated with our operations. We recognise our responsibility to provide a safe working environment and to integrate health, safety and wellbeing considerations into all aspects of our business activities.

- We adhere to all relevant health and safety legislation, regulations, and codes of practice applicable to our industry and respective working locations.
- We systematically identify hazards, assess risks, and implement controls to eliminate or minimise risks to health and safety as reasonably practicable.
- We actively consult and encourage the participation of workers and other relevant stakeholders in health and safety matters to foster a collaborative approach to risk management.
- We provide adequate training, resources, and supervision to enable all employees, contractors, and visitors to work safely and competently.
- We promote a work environment that supports psychosocial wellbeing by addressing factors across work experience, work conditions, social support and work design hazards aiming to promote a mentally healthy workforce.
- We have procedures in place for the reporting, investigation, and analysis of incidents and near misses to prevent recurrence and continually improve our safety performance.
- We maintain emergency preparedness and response procedures to effectively manage emergencies that may arise in the workplace.
- We regularly review and improve our health and safety performance through monitoring, measurement, and evaluation of our management system.
- Our Board is committed to maintaining and enhancing a safe work environment for all employees and stakeholders by regularly reviewing safety performance and considering health, safety, and wellbeing in all strategic decisions.
- All levels of management and employees are accountable for implementing this policy and are responsible for their own health and safety and that of others.

This Health, Safety and Wellbeing Policy is communicated to all employees, contractors, and stakeholders and is reviewed every two years to ensure its ongoing suitability and effectiveness in achieving our health and safety objectives.

We are committed to achieving high standards in protecting the health, safety, and overall wellbeing of employees, contractors, and visitors. Aussie Broadband endeavors to provide a safe and healthy workplace that not only protects and improves physical safety but also mental and emotional wellbeing. This is achieved through the participation, cooperation, and commitment of everyone in the workplace. Aussie Broadband reserves the right to change, modify, add, or remove portions of this Policy at any time.

Document version control:

Role	Responsibility
Custodian	Chief People & Reputation Officer
Date previously approved by the Board	28/10/2024
Date of next scheduled review	September 2026
Legislative framework and regulatory compliance	ASX Corporate Governance Principles and Recommendations (4th edition) (rec 7.4) Respective State OH&S legislation
Regulators	WorkSafe (state, territory and country specific) and SafeWork Australia