



Health and Safety Policy

At Zutari, we value the health, safety and wellbeing of our employees, clients, visitors, business partners and the community. We foster a robust culture in which health, safety and wellbeing is demonstrated by personal commitment and integration into our everyday tasks.

Zutari demonstrates its commitment to health, safety and wellbeing by:



- Implementing and maintaining an effective health and safety management system.
- Establishing measurable objectives and performance targets for continual health and safety improvement and measuring Zutari's performance against these targets.
- Identifying health and safety hazards, assessing the risks arising from those hazards and eliminating or minimising those risks.
- Implementing and maintaining safety processes for all delivery models and contract types.
- Implementing and maintaining safety processes for installing, constructing, or commissioning plant or structures.
- Complying with applicable legislation, codes of practice and relevant standards, or where Zutari's standards are more comprehensive, adopting and applying those standards.
- Reporting and investigating incidents, encouraging the reporting of any hazards or risks (including unsafe conditions or behaviours) and taking the necessary actions or minimise those risks.
- Promoting and maintaining constructive health and safety consultation and participation with our employees, business partners and relevant stakeholders.
- Reviewing, monitoring and verifying the implementation and maintenance of the health and safety management system, including health and conditions at the workplace, to continuously improve Zutari's health and safety performance and prevent illness or injury.
- Implementing targeted processes aimed at preventing injuries and ill-health.
- Providing and promoting wellbeing programs and initiatives that encourage a physically and psychologically healthy lifestyle.
- Adopting active injury management to support return to work practices
- Providing adequate facilities for welfare including access to those facilities
- Providing adequate information, training, instruction, or supervision necessary to protect all persons from risks to their health and safety arising from work carried out and to provide and maintain a safe and healthy work environment.

Zutari will not compromise when it comes to health and safety. Zutari foster a visible health and safety leadership culture. We expect our employees, clients, visitors and business partners to embrace Zutari's health and safety culture, commit to comply with this Policy and demonstrate that commitment. This Policy will be reviewed annually.

Teddy Daka

GROUP CHIEF EXECUTIVE OFFICER

POL-H&S

Date: 1 July 2026

