OCCUPATIONAL HEALTH, SAFETY AND WELLBEING POLICY

Fourtrex is committed to **protecting and promoting the physical, mental, and overall wellbeing** of all workers affected by our activities.

We recognise that a healthy workforce is critical to safe, productive and sustainable operations. Our commitment extends **beyond compliance** to fostering a workplace culture that values health, safety, wellbeing, respect and continuous improvement.

Fourtrex's HSEQ Management System incorporates health and wellbeing principles aligned with ISO 45001 Occupational Health and Safety Management Systems, where applicable to the nature, scale and risks of our operations.

To achieve this, Fourtrex will:

- Provide and maintain safe and healthy working conditions to prevent work-related injury and ill health.
- Identify and fulfil applicable legal requirements and other compliance obligations relating to occupational health, safety and wellbeing.
- Identify hazards, assess risks and opportunities, and implement effective controls to eliminate hazards and reduce OH&S risks.
- Identify, assess, and manage physical and psychosocial hazards that may impact worker health, safety, or wellbeing.
- Consult with and encourage workers' active participation in health, safety, and wellbeing matters.
- Promote mental health, wellbeing and respectful workplace behaviours across all levels of the organisation.
- Support workers in managing fatigue, fitness for work and other factors that may affect their ability to work safely.
- Provide information, instruction, training, supervision and resources necessary to support healthy and safe work practices.
- Establish measurable health and safety objectives and monitor performance to support continual improvement.
- Promote early reporting of injuries, illnesses, hazards, incidents and wellbeing concerns to enable appropriate support and intervention.
- Integrate occupational health and wellbeing considerations into project planning, operational activities, risk management processes and business decision-making.
- Monitor the effectiveness of health, safety and wellbeing controls and continually improve the performance of the HSEQ Management System.

All workers, contractors and business partners are expected to take reasonable care for their own health and safety, support the wellbeing of others, comply with applicable requirements and contribute to a safe, healthy and respectful workplace. Fourtrex is committed to continual improvement in occupational health, safety, and wellbeing, and to ensuring every worker returns home safe and healthy.

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