

Application of Policy:	Global This Policy sets out the minimum requirements for the Group and applies to all Personnel and every member of the Group. Where the Group operates in a jurisdiction that imposes a higher standard, or a member of the Group has adopted its own policy which adopts a higher standard, those local standards or the local policy are deemed to be incorporated into and supplement this Policy and in the event of conflict supersede this Policy.
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Definitions: Capitalised terms used throughout this Policy are defined in paragraph 6.

1. Objective

The Group recognises the importance of protecting the safety and physical and mental health of its Personnel, clients and visitors. This Policy outlines the Group's commitment to providing, as far as practicable, a safe and healthy place of work and fostering the wellbeing of its Personnel.

2. Commitment

The Group will do everything reasonably practicable to prevent injury and harm to those who work, do business in, or visit its workplaces. In order to achieve this goal, the Group will:

- (a) comply with relevant health and safety legislation, regulations and standards;
- (b) establish and implement practices and procedures for managing and monitoring health and safety which are consistent with the nature of the Group's workplace activities and scale of health and safety risks;
- (c) provide health and safety information and training to Personnel, including in relation to mental health, in line with their responsibilities;
- (d) consult with Personnel (as appropriate) when making decisions on matters that may affect their health, safety and wellbeing;
- (e) foster a culture that promotes health, safety and wellbeing; and
- (f) provide adequate resources to effectively implement this Policy.

3. Roles and Responsibilities

The responsibility for health and safety is shared. All Personnel are responsible for:

- (a) taking reasonable care for their own health and safety and that of any other person who could be affected by their activities; and
- (b) complying with health and safety procedures and directions (including the proper use of equipment), reporting hazards and work-related incidents and completing required training.

In addition to the responsibilities outlined above, management is responsible and accountable for determining and overseeing the overall direction and performance of the Group in respect of health and safety.

4. Training and Monitoring

The Group will provide initial training in relation to this Policy and thereafter on a periodic basis. The Group will put in place compliance and monitoring programs to review the Group's compliance with the requirements of this Policy.

5. Review and Amendment of this Policy

This Policy will be reviewed periodically by the Board to check that it is operating efficiently and whether any changes are required.

Any amendments to this Policy, other than updates for changes in the Company's branding or position titles, and any non-material amendments (which may be approved by the Company Secretary), must be approved by the Board.

6. Definitions

Defined terms used in this Policy have the following meanings:

Term or Abbreviation	Definition and Explanation
Board	means the board of directors of the Company.
Company	means Omni Bridgeway Limited (ABN 45 067 298 088).
Group	means the Company and its related bodies corporate (as that term is defined in section 9 of the <i>Corporations Act 2001</i> (Cth)).
Personnel	means all full-time, part-time or casual staff, consultants, contractors, subcontractors, secondees, apprentices, trainees, work experience students, volunteers, employees of contractors or subcontractors, outworkers and directors of or to the Company.
Policy	means this health and safety policy.

The most recent amendments to this Policy were approved by the Board take effect on 27 October 2025.