

Health, Safety and Environment (HSE) Policy

At APA we aspire to provide a zero harm work environment. We are committed to the effective implementation of our HSE Policy and to the continual improvement in our HSE performance.

To achieve this APA Group will:

- Provide leadership and direction to drive accountability for our HSE performance.
- Document, implement and maintain an appropriate HSE Management System.
- Comply with applicable HSE legislation and best practice requirements to which APA Group subscribes.
- Establish and regularly monitor measurable objectives and targets to ensure continued improvement against established standards.
- Communicate HSE commitments and information to employees, contractors and other relevant stakeholders.
- Proactively seek to identify hazards and reduce the risk of injury and environmental harm by investigating all reported accidents, incidents and near misses promptly and taking appropriate actions to prevent a reoccurrence.
- Provide appropriate training, supervision, specialist support and other resources to HSE matters.
- Consult and engage with our employees and other stakeholders to build relationships based on our values for meeting the goals of our HSE Policy.
- Partner with companies having similar HSE standards and values as APA Group.
- Ensure processes are in place to protect the environment from harm.

General Responsibilities for Health, Safety & Environment

Every employee has an obligation to look after their own health and safety and the safety of those who may be affected by their acts or omissions. They must comply with APA Group's HSE policies and procedures, including safe work procedures and directions about safety. They must report all accidents, incidents and near misses.

All managers and supervisors are responsible for managing HSE in accordance with the Group Policy and our HSE Management System as an integral and mandatory duty of their position.

Contractors and sub-contractors have an obligation to look after their own health and safety and the safety of those who may be affected by their acts or omissions. They must have a system that complies with all applicable health, safety and environmental legislation and local site rules or with the APA Group HSE policies and procedures.

A handwritten signature in black ink, appearing to read 'M. McCormack', written over a horizontal line.

Mick McCormack – Managing Director / CEO