

Health, Safety and Environment (HSE) Policy

At APA Health, Safety and Environment are essential to our core business values. We are committed to providing a zero harm work environment for our employees, contractors and visitors and protecting the environment from harm. We are also committed to the effective implementation of this HSE Policy and 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. Our system is called "Safeguard".
- Comply with applicable HSE legislation and, where applicable, adopt best practice requirements.
- Establish and regularly monitor measurable objectives and targets to ensure continued improvement against established standards.
- Communicate HSE commitments and information to employees, contractors and applicable stakeholders.
- Recognise and reward excellence in HSE performance.
- 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 to assist in 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

All employees including contractors have an obligation to look after their own health and safety, the safety of those who may be affected by their acts or omissions, and to prevent incidents arising from APA's operations and activities. We must all comply with APA Group's HSE policies and procedures, including safe work procedures, directions about safety, and environmental requirements and local site rules. All incidents, near misses and hazards must be reported.

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.

APA's HSE Policy is issued and approved by the HSE Committee of APA's Board and signed by APA's Managing Director /CEO.

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

Mick McCormack – Managing Director / CEO