



## Health and Safety Policy

### Scope

This Policy applies to all staff members of TRL, as well as contractors and volunteers (“personnel/you/employee”).

### At TRL we believe:

- In our duty of care to our people, contractors, and visitors, providing a safe and healthy work environment where everyone can return home from work safely every day, everywhere.
- Continuous health, safety and wellbeing improvement is an integral part of everything we do. This is fundamental to our business and essential to our long-term sustainable success.

### We are committed to:

- Fostering our culture at TRL where everyone owns and leads our health, safety, and wellbeing commitments, this is achieved through consultation with all employees.

### Delivering on our ambition through:

- People, including our employees, contractors, and visitors, who believe that harm is avoidable and who support a safe and healthy work environment.
- Plant and Equipment that considers design, operation, management, and maintenance that always prioritises a safe and healthy work environment.
- Processes that always prioritise safe work practices, proactively identifying and managing exposure to risk and ensuring that our business activities comply with all statutory and / or legal requirements specific to the regions in which we operate.

### And we expect that:

- Every employee is accountable for health and safety and will “**take 5**” prior to starting any high-risk activity to identify any hazard or risk and to not ignore it.
- Our Health and Safety Management System and training programs are continuously improved to minimise exposure to critical safety risks.
- All leaders are committed to and demonstrate our health, safety, and wellbeing principles, and support their teams with the expectation to do the same.
- All health, safety and wellbeing incidents are reported, recorded, and investigated accurately and thoroughly, so that root causes are identified, and corrective actions put in place to prevent repeat incidents.
- Anyone who suffers a work-related injury or illness is supported with an individualised return to work program, which reflects our duty of care to our people.
- The personal wellbeing of our people is valued and enabled through targeted health and wellbeing initiatives.
- Our health, safety and wellbeing performance are measured and reported to senior management and our Board to ensure we continually seek to improve our work environment.

**Steve Sutton**  
**General Manager**  
**September 2025**