



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