OCCUPATIONAL HEALTH & SAFETY POLICY

Category:	Governance and Management
Date Last Revised:	March 2026
Responsible Executive:	Chief Executive Officer
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Status:	Amended Policy

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1. Purpose

The purpose of this Occupational Health and Safety (OHS) Policy, also referred to as a Workplace Health and Safety Policy, is to outline HydroChem's commitment to providing a safe and healthy work environment for employees, contractors, visitors and other relevant stakeholders.

2. Policy Statement

HydroChem is committed to preventing work-related injury and ill health and promoting the safety and wellbeing of employees, contractors, visitors and the community.

To achieve this, HydroChem will:

- provide the resources required to maintain an Occupational Health and Safety Management System aligned with the requirements of ISO 45001:2018 as a minimum
- review the OH&S Management System and associated objectives to support continual improvement
- implement procedures to ensure compliance with relevant statutory, regulatory and other applicable requirements
- work collaboratively with customers to ensure alignment with their safety management systems where applicable
- develop and implement appropriate training and competency programs for employees
- ensure employees and OH&S representatives are consulted and provided opportunities to participate in workplace safety matters, including workplace inspections, safety meetings, training activities, risk assessments and improvement initiatives
- provide and maintain safe and healthy working conditions for the prevention of work-related injury and ill health
- require employees, contractors and subcontractors to take reasonable care for their own safety and the safety of others
- eliminate hazards and reduce OH&S risks associated with our activities where reasonably practicable
- hold all personnel accountable for occupational health and safety responsibilities.

3. Authorised

Authorised by the Chief Executive Officer

Signature: *Date: 18/03/2026*

Name:	Nick Duncan