

Reviewed 2 yearly

APPENDIX 2: HEALTH & SAFETY POLICY

Our commitment to health & safety at ETEL is based on the fundamental right for our workers to be safe in their workplace and to protect the health and safety of all those affected by its business activities and those attending its premises.

As best practice, ETEL has aligned its health and safety systems with the international standard ISO 45001:2018 for Occupational Health & Safety Management Systems, as part of its integrated management system.

Our health & safety system is integral to our business, and it is company policy to make every reasonably practicable effort in the areas of accident prevention, injury protection and promotion of the health, safety, and welfare of all workers. ETEL strives to eliminate or minimize all incidents or risks that could result in personal injury or damage to property.

To keep the workplace safe, any persons attending or working on ETEL's premises must follow safe work practices and reduce any risks in their own work environment.

It is the responsibility for all employees, workers, contractors, and visitors to:

- exercise their right to stop work if the environment or activity at hand is deemed unsafe to continue
- look after their own and other people's safety
- follow all company procedures and approved practices
- fix or report any unsafe conditions or work practices that they see
- report all injuries or incidents as soon as possible, or within 24hours

To support this commitment, all Managers, Manufacturing Leads and Health & Safety Committee members are responsible for providing the necessary resources, time, coaching/mentoring, and training to ensure ETEL workers are skilled and equipped to keep themselves and others safe in their workplace. ETEL strives to have a no-blame culture and to ensure full protection from reprisals when reporting incidents, injuries, or accidents.

To achieve this, together we will:

- hold each other accountable for how we act & behave every day
- maintain and continually improve our health, safety, and environmental systems
- commit to consultation and participation of workers, and, where they exist, workers representatives and all interested parties
- comply with relevant legislation, regulations, codes of practice and industry standards
- ensure our H&S objectives are based on our highest risks, legal requirements, incident trends, and worker feedback, and are reviewed annually



Brian Ropitini

Chief Executive Officer

Date: June 2026