

HEALTH AND SAFETY POLICY



Seddon continue to strengthen its construction operations and core values across the country and good Health and Safety (H&S) management is recognised by the Board of Directors of each operating company as one of the organisations key priorities.

Our key objectives are to provide safe and healthy working conditions, continue our journey to develop a positive H&S culture, minimise the number of accidents, incident and illnesses and ultimately achieve accident-free workplaces throughout our operations. Seddon translates its commitment to health, safety and welfare in the following mnemonic:

Protect

Protect our people - We recognise and accept our duty to protect our employees, temporary workers, subcontractors, clients, visitors, members of the public and other third parties who may be affected by our operations. H&S hazards and associated risks will be assessed, managed and controlled so as to eliminate or reduce those risks so far as is reasonably practicable. Our management teams understand their accountabilities and responsibilities in creating a safe working environment.

Responsibility for ourselves and those around us - The policy will be communicated to everyone working under our control so that they are made aware of their individual obligations and the duty to take care of their own and others welfare. We commit ourselves to take all reasonable measures in fulfilling our legal responsibilities to ensure the safety, health and welfare of those persons directly or indirectly involved with our business.

Offer solutions, not problems - We will openly consult and involve our employees in H&S matters and decisions that may affect them and seek their views and suggestions by regular consultation. Our H&S performance and progress will also be periodically measured, monitored and reviewed and we will strive for continuous improvement. Inspections and audits will be conducted to demonstrate compliance as well as to provide improvement opportunities.

Teach, train and be receptive of new ideas - Our workers will be provided with information, training, instructions, behavioural observations and supervision/monitoring (as appropriate) to ensure they are competent to perform their roles.

Encourage a safer way of working – workers will be provided with safe plant and equipment. Workers are required to stop work if concerns arise over any aspect of the task being undertaken and should not tolerate unsafe behaviour in others.

Communicate with each other - Mechanisms for reporting and investigating accidents, incidents and near misses will be provided based on lessons learned and shared, ensuring the policy is understood and implemented and communicated effectively at all levels of the organisation.

Target behaviours and change - We aim to prevent human errors and improve the company's safety culture by implementing a behavioural based safety system targeted at employees and leadership. Positive feedback will be provided, highlighting good practice within the company.

The Board of Directors will annually review and revise the Health and Safety Policy to ensure it is effective and that the organisations current priorities, plans and targets are reflected.

The Seddon H&S Policy as set out in this document and accompanying specific arrangements and procedures is endorsed by the Board of Directors acting collectively and by the Managing Director who has responsibility for the executive management of health and safety of their respective company.

Signed for and on behalf of the Board of Directors:

Seddon Group Ltd, CEO (Jan 2026)