

Work Health Safety and Environment Policy

The directors and senior management of Windlab Pty Ltd and its subsidiaries (Windlab) recognise the:

- importance of providing all employees contractors and service providers (**Workers**) with a safe and healthy work environment and preventing risks to the health, safety and wellbeing of Workers, visitors and the broader community so far as is reasonably practicable; and
- preventing risks of harm to, protecting and conserving the environment through compliance with legislative requirements and the responsible use of, and impact on, natural resources so far as is reasonably practicable.

Health and Safety

- We believe that risk of occupational injuries and illness (including the risk of psychological harm) can be prevented. Windlab will seek to achieve this by: Implementing comprehensive work health and safety (**WHS**) systems to achieve compliance with relevant WHS legislation, regulations, codes and standards
- Proactively pursuing the identification of hazards and eliminating, or if not possible, minimising risks to health and safety so far as is reasonably practicable
- Ensuring that appropriate instruction, training and supervision is provided so far as is reasonably practicable, such as through education programs to improve understanding of workplace hazards, safe work practices and emergency procedures
- Reviewing applicable processes and procedures including through planned and unplanned inspection and audit of systems, documentation and work practices
- Actively engaging with Workers and business partners in relation to work health and safety and encouraging Workers to generate ideas and provide feedback on how to improve safety in the workplace
- Promoting WHS as a personal responsibility of every person in our business and requiring each person to play an active role in the promotion of a positive workplace culture
- Providing adequate systems and resources to effectively and safely manage rehabilitation and return to work processes
- Identifying psychosocial hazards in the workplace and managing psychosocial risks in partnership with Workers to take care of the mental health of our staff through the delivery of initiatives and programs
- Where incidents occur we will respond, manage the incident and implement appropriate procedures for investigation and notification, if required

Environment

We believe that minimising risks of harm to the environment through all stages of renewable energy development, construction and operation is achievable to ensure appropriate environmentally sustainable management and use of energy, materials and water. Windlab will seek to achieve this by:

- Complying with all relevant environmental legislation, appropriate industry guidelines and standards, and requirements of regulatory agencies and customers /clients

- Engaging with customers / clients, partners, stakeholders and communities to understand key environmental aspects and potential impacts
- Proactively identifying, assessing and managing risks to the environment prior to, during and after any development, construction or operational activities
- Reviewing applicable processes and procedures including through planned and unplanned inspections and audits of environmental management systems, documentation and practices
- Minimising impacts to natural resources so far as is reasonably practicable
- Respecting the traditional rights of our First Nations People and respect Cultural Heritage values in all areas
- Ensuring biodiversity values are protected so far as is reasonably practicable and whenever possible enhanced for future generations
- Taking all reasonably practicable steps to prevent, identify and where necessary, remediate pollution and protect biodiversity and ecosystems
- Ensuring wastes are managed in accordance with the waste management hierarchy with avoidance being the most preferred option and disposal the least preferred
- Ensuring regular, transparent and effective communication with all employees, stakeholders and communities impacted by our activities
- Implement and maintain an environment management system consistent with appropriate international standards
- Ensuring appropriate, information, instruction, education and training is provided to our workforces, stakeholders and business partners to ensure environmental compliance and the implementation of sustainable principles and practices where possible
- Driving environmental innovation in all stages of our operations in order to identify sustainable supply chains (energy, waste, water, air quality)

Windlab will implement and maintain an ongoing work health, safety and environmental program, including: setting and monitoring of health, safety and environmental performance targets; and conducting regular review and updates of the WHSE Management System.

All managers and supervisors are responsible and accountable to communicate this policy and its requirements to our employees, contractors, business partners and visitors and taking steps to ensure that the objectives of this policy are met.

All employees are expected to comply with this policy and to take steps to ensure that others, including contractors and visitors also comply with this policy.

This policy does not form part of the terms of any employee's employment agreement with Windlab Pty Ltd.



Board Approved

Date: 28 August 2023

Signature (Windlab CEO)

Date: 28 August 2023