WINTON

Health and Safety Policy

Purpose

1. The health, safety and wellbeing of all employees, contractors, consultants, clients, customers and visitors are important to Winton Land Limited (the **Company**). It is the Company's intention to act proactively and positively to promote health and safety as an everyday part of the Company's agenda.

Application and Responsibilities

2. This policy covers employees, contractors, partners and visitors who are completing work for or on behalf of the Company. The following applies:

   (a) The Company will, so far as reasonably practicable, protect the health, safety and wellbeing of staff, contractors, consultants, clients, customers and visitors on all the Company sites and will act in compliance with its legal obligations under the Health and Safety at Work Act 2015 (the **Act**), as well as all relevant standards and codes of practice.

   (b) The Company aims to actively identify and manage the risks arising from its operations, activities and facilities. While the Company acknowledges that there is inherent risk as to the on-site elements of the business, the Company will:

   - provide and maintain a safe working environment, equipment, buildings and safe systems of work for those performing acts of work or conducting business for the Company ensuring risks to health and safety are minimised or eliminated to an extent reasonably practicable;
   - provide information, training and supervision for all staff, to ensure hazards and risks to health and safety in the work environment are identified, recorded and managed effectively;
   - provide support to workers through the provision of resources to achieve safe work practices;
   - ensure there are adequate consultation processes in place for health and safety matters encompassing all staff;
   - actively encourage participation and feedback from staff and relevant partners;
   - keep updated on new health and safety legislation, guidelines or trends;
   - to the extent reasonably practicable, ensure no business objective is prioritised over the health and safety of any person;
   - promote a positive safety culture where all workers actively participate in health and safety matters and are encouraged to report hazards, incidents, near misses and unsafe condition;

- investigate incidents and near misses, implement corrective actions, and continually improve our health and safety performance;
- maintain emergency preparedness and response procedures appropriate to all work locations and activities; and
- support the physical and mental wellbeing of our employes.

3. As an employee, consultant, contractor, or visitor of the Company, you will:

   (a) take reasonable care for your own health and safety;

   (b) take reasonable care that your own acts or omissions do not adversely affect the health and safety of other persons;

   (c) comply with a reasonable instruction given by the Company to allow the Company to comply with the Act;

   (d) observe and co-operate with the Company's health and safety policy and procedures;

   (e) adopt healthy and safe work practices, and properly use first aid, equipment and supplies that the Company provides; and

   (f) report any incidences or risks to health and safety due to unsafe behaviour, work conditions or equipment to managers immediately, no matter how trivial it may seem to be at the time.

4. Under the Act, all workers have a responsibility to ensure their actions or inactions do not cause harm to themselves or others in the workplace. The Company requires:

   (a) all incidents and injuries are recorded and reported to the GM, Corporate Services or the Health & Safety Officer of the Company, who will report it to the Chair of the Audit and Financial Risk Committee if necessary, as soon as practicable following an event;

   (b) all hazards identified be reported to an appropriate supervisor or manager and detailed in the hazards register;

   (c) participation in all health and safety management systems as required, including the use of all safety equipment and personal protective equipment;

   (d) active participation in any rehabilitation for work-related injury or illness; and

   (e) full co-operation with WorkSafe when required.

5. The Audit and Financial Risk Committee shall be notified if a WorkSafe notification or inquiry is required or is to be undertaken. It is the responsibility of the Audit and Financial Risk Committee or their appointee to notify WorkSafe of an incident.

Policy Review
The Board will review this policy as required and at least every two years.

Last reviewed: August 2026.