

Hydraulic Energy Australia (HEA) values its employees, contractors, customers and the environment in the communities in which we operate and live. HEA considers Health, Safety and Environmental aspects of its operations to be of paramount importance and we are committed to:

- Establish and maintain our Health Safety and Environment Management System to align with ISO 14001 and ISO 45001
- Strive to continuously improve our Health, Safety and Environment (HSE) performance;
- Proactive hazard management by identifying, evaluating and controlling risk;
- Complying with all applicable laws and regulations;
- Providing responsible systems and conditions for safe work where laws and regulations do not exist;
- Assessing potential HSE effects before conducting new activities;
- Setting measurable HSE performance objectives;
- Measure results; assess and continuously improve our HSE performance, processes, services and product quality through the use of an effective integrated management system;
- Minimise our impact on the environment through pollution prevention; consumption and emission reduction; as well as reduction and recycling of wastes.

We demonstrate this commitment through:


- Implementing and communicating our HSE Management System effectively across our operations;
- Fostering a culture that empowers everyone to be responsible and accountable for working in a safe and healthy manner and working together to minimise our footprint on the environment;
- Encouraging employee participation and consultation in all HSE matters including their representatives
- Establishing effective consultation and communication processes with our employees and subcontractors on HSE matters; and
- Providing health, safety and environment training, information and guidance.

We as Managers of HEA are totally committed to a safe working environment and expect the active commitment to and accountability for Health Safety and Environment from all employees and subcontractors.

Line Management has a leadership role in the communication, implementation and ensuring compliance with our HSE Policies and procedures.

This policy applies to all business operations and functions, including those situations where workers are required to work off-site.

HEA will review this policy annually to ensure ongoing suitability.

Signed: 

Marco Cozza  
General Manager  
Dated: 10<sup>th</sup> December 2024

Signed: 

Kingsley Jones  
Technical Director  
Dated: 10<sup>th</sup> December 2024