

HEALTH and SAFETY POLICY

The Directors of Global Rail Australia Pty Ltd recognise the importance of effective management of health and safety as a means of ensuring the success of the business and are actively committed to complying with both the letter and the spirit of legislation to achieve the highest performance standards possible.

To deliver on our commitment we will endeavour to:

- communicate our work health and safety policies and procedures to all employees and all others where appropriate to ensure they are aware of their obligations;
- ensure the needs and expectations of interested parties are included in our risk and opportunity processes;
- comply with all applicable work health and safety laws, regulations, and statutory obligations;
- seek to achieve the personal commitment of all employees, subcontractors, suppliers, and consultants to healthy and safe work practices;
- provide health and safety risk management systems and procedures that are relevant to the nature and scale of work undertaken;
- eliminate hazards and reduce OH&S risks as low as is reasonably practicable implementing the hierarchy of controls;
- ensure a safe place of work with safe access and egress;
- ensure safe plant, equipment, and systems of work;
- make available adequate information, instruction, and training on the risks to health and the preventative measures in place to prevent incidents.
- set measurable targets and seek to continually improve our health and safety performance; and
- periodically review our health and safety policies and procedures to maintain their relevance.

Sufficient resources will be provided to make certain that OH&S is a central part of the organization and ensure specific OH&S roles and responsibilities are specified in all position descriptions, clarifying accountabilities to deliver these objectives.

The safety responsibilities of all managers, staff and operatives are detailed in the Safety Management System and we ensure that they are brought to the attention of all concerned. It is the responsibility of all managers to co-operate with the Directors in this matter by cascading information and instruction down through the Company.

Global Rail Australia's commitment to comply with the requirements of ISO 45001:2018 requires that this policy be understood throughout the Company and that the Safety Management System is implemented and maintained. Through compliance with the Safety Management System, the Company will at all times conduct its undertaking with due regard to the health and safety of its employees and others who might be affected by its activities.

The Company Safety Advisor will co-ordinate the development and implementation of the safety management system, and the Directors will ensure that compliance with the system is monitored, and its effectiveness is audited annually. This policy will be reviewed at least annually by the Directors in consultation with the Company Safety Advisor and amended or changed as necessary.

The Company will enlist the support of all employees for the health and safety policy and will encourage open consultation to facilitate the continual improvement of the safety management system. Employees are reminded that they also have a duty to ensure that they make proper use of the safety systems, procedures and equipment provided, and have due regard for the safety of those who might be affected by their activities.

Signed 10th January 2024, for and on behalf of Global Rail Australia Pty Ltd by



Ivan Holloway
Managing Director