

SEN-HSE-001 HS Policy

1.0 Background and Policy

The employees of Senversa are the most important assets of the firm. Their health and safety at work is a core value integrated into all of our activities. The key health and safety objectives for our operations are to:

- Ensure the physical and mental wellbeing of our employees and stakeholders, and that they have a physically and psychologically safe working environment.
- Meet or exceed stakeholder requirements and expectations for health and safety management.
- Implement and maintain a health and safety management system that is fit for purpose.

All employees and stakeholders are responsible and accountable for working together to implement our health and safety management system. Management is responsible for all matters related to the health and safety of employees and contractors under Senversa's control. All employees and stakeholders are empowered to stop work and communicate issues if they witness unsafe work practices or do not feel safe in completing their job tasks.

2.0 Implementation

Senversa will implement and seek to continually improve our systems and procedures to:

- Comply with applicable health and safety laws, regulations and standards.
- Identify and minimise unacceptable health and safety risks, including psychosocial health and wellbeing risks, to staff and co-workers that may be associated with our operations and activities.
- Develop, implement and review objectives and targets for continuous improvement in health and safety performance.
- Provide adequate facilities, resources and support for the physical and psychological welfare of workers at work.
- Ensure that any safety incidents are promptly investigated, actions taken to prevent recurrence and, where appropriate, reported and communicated to relevant stakeholders.
- Provide information, instruction, training and supervision to our employees, empowering them to manage health and safety risks and complete their jobs safely.
- Communicate and consult openly with employees, subcontractors and visitors to our work areas regarding Senversa's workplace health and safety arrangements.
- Ensure the welfare of injured or ill employees including supportive rehabilitation and co-ordination of return to work.

Senversa Board Chairperson:

Melissa Porter

Date: September 2025