

## 1. Purpose

Safety is a collective responsibility, and it is crucial for all individuals at Aurora Labs to prioritize the health and safety of workers and others present in the workplace. This entails eliminating risks to the extent reasonably practicable. The purpose of this policy is to affirm our commitment to effectively managing health and safety at Aurora Labs. Additionally, it serves as a reminder to employees of their personal duty to adhere to health and safety guidelines and maintain a constant awareness of safety practices.

This policy encourages collaboration among all parties to work towards a common objective of establishing a work environment where personal injuries, damages, and environmental waste are prevented or minimized to acceptable levels.

## 2. Applicability

This policy applies to all activities, and all those involved in those activities, including employees, contractors, customers and visitors. It encompasses work premises and other locations where employment-related activities occur, such as social functions.

## 3. Policy

Aurora Labs is fully committed to ensuring the health, safety, and welfare of its employees and any individuals affected by our operations. We will take necessary measures to fulfill our statutory obligations at all times.

The effective management of health and safety necessitates the active participation of workers at all levels in the processes of identifying and controlling risks. Everyone shares the responsibility to collaborate with colleagues and create a safe and healthy workplace while exercising reasonable care for themselves and others.

Safety management is a step-by-step process that establishes a framework encompassing all workplace activities, promoting self-assessment, review, and continuous improvement. It addresses the management of safety within the workplace, efficient utilization of resources, and the execution of individual tasks.

Within the health and safety management framework, there are designated roles for specific individuals who assist the General Manager, Senior Managers, and report to the local Health and Safety Officer. Employees at all levels must be aware of their health and safety responsibilities and duties. They will be held accountable for their actions or inactions in their efforts to contribute to a better, healthier, and safer working environment. Compliance with this commitment and relevant laws is the responsibility of every employee and contractor acting on our behalf and is a condition of their employment or contract. It is the responsibility of management in each business unit to educate, train, and motivate employees to understand and comply with this commitment and applicable laws.

Every employee is responsible for their own safety and the safety of others influenced by their activities. The extent of responsibility depends on the level of supervisory control held by each individual. Therefore, The Company and its subsidiaries are dedicated to ensuring the health, safety, and welfare of employees and anyone affected by our activities. We will take necessary steps to fulfill our statutory duties at all times.

The Company's foundation is built on strong core values that drive us to continuously improve and innovate in our working environment. Our commitment to the health and safety of all employees and contractors ensures a secure workplace where excellence is pursued through safe practices. We will not compromise on our commitment to health,

safety, or the environment. We recognize that all employees have the right and responsibility to contribute to the development of a safe and healthy working environment, and through innovative teamwork, we will achieve this objective.

Managing the frequency of injuries is a key objective, and successful safety and health programs yield significant benefits in terms of both human, commercial and community aspects. This justifies the pursuit of the highest standards of health and safety.

Each employee will receive the necessary information, instruction, and training to perform their work safely. It is management's duty to ensure that all work processes and systems consider health and safety and are adequately supervised.

We will maintain appropriate facilities and arrangements to enable employees and their representatives to raise health and safety concerns. The Company will ensure that avenues for consultation between management, employees, and their broader workforce.

Aurora Labs is committed to continually undertaking risk assessments across all aspects of its operations. This proactive approach aims to further enhance safety and health programs, fostering a culture of safety within the organization.

To meet our statutory duties, competent individuals will be appointed, including external specialists when necessary. This ensures that we have the necessary expertise to fulfill our legal obligations, as required by the legislation.

Cooperation from every employee is essential to ensure compliance with all statutory duties. The successful implementation of this policy relies on the continued commitment of employees at all levels. Each individual has a legal obligation to exercise reasonable care for their own safety, as well as the safety of others who may be affected by their actions or omissions.

Full details regarding the organization and arrangements for health and safety will be documented separately. These documents will outline the specific measures and procedures in place to meet our health and safety responsibilities, as mandated by the legislation.

Aurora Labs acknowledges the importance of environmental preservation. We are committed to taking necessary actions to safeguard the air, water, human life, animal life, and plant life from any adverse effects that may result from our work or operations. Additionally, we strive to minimize any nuisance that may arise from our activities, in line with environmental considerations.

Regular monitoring of this policy will be conducted to ensure that the objectives are achieved. It will be subject to periodic review and, if required, revision to align with any legislative or organizational changes and adhere to quality standards. This approach ensures that our health and safety practices remain up to date and effective in accordance with Western Australia's work health and safety legislation.

Aurora will not compromise on its work, health, safety or environment commitment.