

AUB Group Health and Safety Policy

Effective 29 April 2026



1. Purpose

AUB Group Limited (**AUB**) is committed to providing a safe and healthy workplace that supports physical and psychological wellbeing and empowers our people to do their best work. AUB believes that health and safety is an integral part of good business practice and considers the prevention of work-related injury or ill health to be of paramount importance to the operation and success of our business.

2. Scope

This Policy applies to all employees and contractors of AUB and those entities over which AUB centrally exercises influence and/or control in respect of work health and safety matters (together, **AUB Group**).

The obligations under this Policy apply to all work conducted by or on behalf of AUB Group, whether conducted at the workplace or when work is performed at home.

This Policy should be read within the context of AUB Group's other policies and procedures as varied from time to time. This Policy does not form part of any employee's contract of employment.

3. Policy

As part of its commitment to meeting its commitments under applicable workplace health and safety laws, AUB will:

- develop and implement a safe system of work for AUB Group;
- develop, and measure AUB Group's work health and safety performance against, objectives and targets aimed at addressing work-related risk, injury and illness;
- provide appropriate information and training to support a safe and healthy workplace for the AUB Group;
- ensure that any AUB Group incidents and injuries are reviewed and investigated in a timely manner and appropriate actions are taken to respond to incidents and injuries;
- provide consultation arrangements for AUB Group workers and their representatives to invite input into the decision-making processes relating to their work health and safety;
- implement effective rehabilitation measures for AUB Group employees who experience a workplace-related injury, whether physical, psychological, or arising from illness. and
- clearly define and communicate work health and safety responsibilities within the AUB Group.



4. Roles and Responsibilities

Position	Responsibilities
AUB Board	<ul style="list-style-type: none">• Approval of the Policy.• Oversee AUB's work health and safety performance.• Exercise due diligence in accordance with statutory obligations under applicable work health and safety laws and oversee safety and wellbeing at AUB.
AUB People & Remuneration Committee	<ul style="list-style-type: none">• Arranging periodic review of the Policy and endorsing updates to this Policy for AUB Board approval.• Implementation of reporting structures to support the application of, and compliance with, this Policy, across AUB Group.
AUB HR Team	<ul style="list-style-type: none">• Provide advice on safety and wellbeing matters and assist with the development, implementation and monitoring of this Policy and the work health and safety management system.• Where appropriate, suggest amendments to this Policy.
AUB Risk Teams	<ul style="list-style-type: none">• Monitoring / assurance activities.• Provide guidance to management to effectively identify, measure and mitigate risks relating to work health and safety and/or to identify and understand their obligations.
AUB Internal Audit	<ul style="list-style-type: none">• Provide independent assurance that the risk management, governance and internal control processes are operating effectively, as per the approved audit plan.
Managers / People Leaders	<ul style="list-style-type: none">• Make sure that they are informed and understand their health and safety responsibilities.



Position	Responsibilities
Workers including employees and contractors	<ul style="list-style-type: none">• Take reasonable care for their own safety and the safety of others by following this Policy and complying with any reasonable instructions, policies, procedures or guidelines in relation to health and safety.

5. Review

The People & Remuneration Committee will regularly review this Policy to ensure it remains appropriate to AUB Group and its ongoing effectiveness and consistency with AUB Group’s objectives and responsibilities.

Any amendments to the Policy are to be approved by the Board.

The Group Company Secretary is responsible for the up-keep, distribution and publication of this document.

6. Material Revisions

Version	Approval Date	Effective Date	Details
1.0	30 June 2020	1 July 2020	Policy approved by AUB Group Limited board.
2.0	10 December 2020	10 December 2020	Policy approved by AUB Group Limited board.
3.0	29 April 2026	29 April 2026	Policy approved by AUB Group Limited board.