

HEALTH, SAFETY & WELLBEING POLICY

Health, Safety & Wellbeing Policy Statement

At Boss Energy, we are committed to the health, safety and wellbeing of our people and to conducting our operations safely and responsibly. We expect all work activities to be carried out in a manner that prevents harm, supports wellbeing, and protects our people and stakeholders. This commitment reflects *The Boss Way* — the values and behaviours that guide how we work safely and care for one another.

Policy Implementation

At Boss Energy, we will:

- Promote a strong safety culture and provide a safe, healthy and supportive work environment to prevent injury, illness and harm to everyone who works for or with our organisation.
- Comply with applicable health and safety laws and regulations in the jurisdictions in which we operate.
- Systematically identify, assess and manage health and safety risks associated with our activities to reduce exposure and prevent harm.
- Maintain a fit-for-purpose health, safety and wellbeing management system that supports consistent standards, effective risk management, and the identification and management of both physical and psychosocial risks.
- Support the physical and mental wellbeing of our people, recognising the importance of fitness for work, wellbeing, and safe behaviours on and off site.
- Work with contractors and business partners to uphold our standards and support safe outcomes through collaboration and clear expectations.
- Ensure personnel are appropriately trained, competent and aware of their health and safety responsibilities.
- Monitor health and safety performance and periodically review our practices to drive continuous improvement.

Responsibility

This Policy applies to our directors, officers, employees, contractors and other third parties who act for or on our behalf.

The Board is responsible for governing this Policy and monitoring the effectiveness of our approach to meeting these commitments.

Management is responsible for implementing this Policy and supporting safe and healthy work practices through appropriate systems, controls, awareness and monitoring arrangements.

The Chief Executive Officer is accountable to the Board for ensuring that this Policy is implemented and adhered to.

Matthew Dusci

Managing Director and CEO

April 2026