

Health Safety and Wellbeing Policy

Tilt Renewables¹ is dedicated to fostering a safety-first culture that extends to all aspects of our operations, prioritising the health and wellbeing of our employees, as well as contractors, visitors and the public as they interact with our organisation. We emphasise proactive hazard identification, continuous risk mitigation, and a safety focused environment that empowers everyone to contribute actively to their own safety and wellbeing.

This policy applies to all Tilt Renewables workers, including employees and contractors engaged to undertake works on behalf of Tilt Renewables. We will work together to conduct our activities in a safe manner, acknowledging that health, safety and wellbeing is the responsibility of all.

Tilt Renewables will:

- Empower all workers to challenge unsafe behaviours, encouraging a culture that safety is everyone’s responsibility.
- Ensure that an effective management framework is in place for the identification of hazards and control of risks to eliminate or reduce health and safety risk exposure to all persons.
- Comply with applicable legal obligations and the Tilt Renewables health and safety management framework.
- Drive continual improvement by setting and reviewing measurable health, safety and wellbeing objectives and targets.
- Actively consult with workers and key stakeholders on health, safety and wellbeing matters.
- Provide appropriate resources to the business such that health and safety information, training, instruction, and supervision to employees is provided.
- Follow appropriate contractor management processes regarding the categorisation, pre-qualification, evaluation, onboarding, monitoring and overarching management of contractors working on behalf of Tilt Renewables.
- Investigate incidents (or supporting contractor incident investigation processes) and taking suitable action to reduce the risk of recurrence so far as is reasonably practicable.
- Provide treatment and rehabilitation plans that ensure a safe, early, and durable return to work.
- Have in place appropriate plans and procedures in the event of an emergency or a critical incident.

Every worker undertaking any activity for Tilt Renewables is expected to share in the commitment to health and safety by:

- Taking reasonable care for their own and others health, safety and wellbeing and to stop any activity that is considered unsafe.
- Observing all safe work procedures, rules, and instructions.
- Ensuring that all near misses, incidents, injuries, and other hazards are reported to the appropriate person.
- Actively participating in and encouraging fellow workers to participate in health, safety and wellbeing improvement initiatives.

The Board will be provided with regular updates regarding the health, safety and wellbeing performance of Tilt Renewables.

¹ **Tilt Renewables** refers to PARF Company 1 Pty Ltd (ACN 613 789 692) and PARF Company 2 Pty Ltd (ACN 613 789 772) and their directly and indirectly controlled subsidiary entities.

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