OCCUPATIONAL HEALTH AND SAFETY POLICY

Airland Logistics places the highest emphasis on health and safety in conducting its daily business.

Airland Logistics is committed to providing a safe, healthy, and sustainable working environment for all employees, contractors, visitors, and the public who may be affected by our operations. We recognise that effective health and safety management is essential to the success of our business and to our responsibility as a global logistics provider. **Airland's** goal is zero harm: to people, property and the environment.

This policy establishes **Airland's** framework for managing workplace health and safety risks and outlines our commitment to continuous improvement in accordance with:

- The Work Health and Safety Act (2011) and associated Regulations in all jurisdictions where **Airland** operates.
- The principles of ISO 45001:2018 Occupational Health and Safety Management Systems.
- Relevant international and local legislative requirements in countries of operation.

To achieve and maintain the highest safety standards, **Airland Logistics** will:

- Maintain, as far as reasonably practicable, a workplace that is safe and without risks to health across all **Airland** locations and project sites.
- Embed safety practices into planning, decision-making, and daily operations, including logistics handling, warehousing, transport, and project cargo management.
- Meet or exceed all applicable statutory and regulatory requirements in each country of operation.
- Ensure open communication, consultation and active participation of employees, contractors and other stakeholders in identifying, assessing and controlling workplace hazards.
- Provide the necessary induction, information, instruction, supervision, and ongoing training to ensure personnel are competent to perform their work safely.
- Maintain and routinely test emergency procedures in all operational areas, ensuring that all personnel understand and can execute them effectively.
- Ensure timely reporting, investigation and corrective action for all incidents, near misses and identified hazards to prevent recurrence.
- Support physical and mental health, promote wellbeing initiatives and provide appropriate return-to-work and rehabilitation support for injured or ill workers.
- Require all contractors and suppliers to comply with Airland's OHS standards and demonstrate equivalent commitment to health and safety performance.
- Establish measurable OHS objectives and targets, monitor performance and drive continual improvement through audits, reviews and lessons learned.

- **Group Chief Executive Officer (CEO):** Has overall accountability for OHS implementation, resources and leadership.
- **Managers and Supervisors:** Are responsible for ensuring compliance with OHS procedures, leading by example and addressing safety issues promptly.
- **All Employees and Contractors:** Must take reasonable care of their own health and safety, follow safe work practices, report hazards and participate in safety programs.

This policy will be reviewed annually, or sooner if there are significant operational or legislative changes, to ensure its ongoing relevance and effectiveness.

Airland
LOGISTICS
Delivering the impossible daily.

Jan Jensen
Group CEO
Airland Logistics
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