

WORK HEALTH AND SAFETY POLICY

Australian Naval Infrastructure (ANI) is committed to achieving and maintaining the highest standards of health and safety in the workplace and minimising the impact of our operations on our personnel's health and wellbeing.

Essential to this commitment is the provision of a workplace where all risks that have a potential to cause harm are identified, controlled and managed effectively.

ANI believes and drives a culture whereby **safety never gets time off**, specifically:

- Health and safety is a shared responsibility;
- Safe working practices are to be adopted at all times in the workplace, and across all facets of our lives; and
- All work related injuries, illnesses and incidents are preventable.

ANI will constantly review our WHS performance and monitor the effectiveness of our Safety Management System. We will strive to continually improve through commitment, risk management and evaluation.

WHS System Objectives

ANI's work health and safety objectives are to:

- Minimise or, where possible, eliminate risks to people with a priority for the prevention of physical or psychosocial illness or injury.
- Sustain a culture whereby safety is at the forefront in all decision-making processes and business planning.
- Promote a strong and consistent "fair and just" safety culture across our operations.
- Continue to consult with our personnel to reinforce our safety culture and ensure continual improvement of our Safety Management System.
- Ensure compliance with all relevant health and safety legislation, codes of practice and applicable standards.
- Establish, measure and review WHS targets to ensure we do what we say.

This policy statement applies to all ANI workplaces and will be regularly reviewed with consideration to changing circumstances and the needs of our people.

The Managing Director & CEO will review the effectiveness of this policy, including its implementation under ANI's WHS Management Plan and ISO45001 certification.

STATUS: Approved				
Approved By	Original Approval	Version	Last Review	Next Review
Andrew Seaton - MD & CEO	January 2019	7.0	April 2025	April 2026