Fluidquip Australia Pty Ltd

Occupational Health and Safety Policy

Fluidquip Australia Pty Ltd (Fluidquip) is responsible for the occupational health and safety (OHS) of workers, along with other people who may be affected by the activities we undertake. This Policy outlines Fluidquips' responsibility, and adherence with all relevant health and safety legislation.

Our organisation is committed to:

- Fulfilling all legal requirements, statutory codes, standards and guidelines relevant to our activities, products and services;
- defining roles and responsibilities for occupational health and safety;
- setting objectives that support our commitment to providing safe and healthy working conditions; and in doing so, prevent related injuries and ill health, as appropriate to the purpose, size and context of the business;
- Establishing a framework of OHS objectives formed through consultation and participation of all workers, that is communicated, measured, and reviewed annually, or as changes to the business and/or Integrated Management System (IMS) occur;
- using safe working systems, supported by documented safe working procedures;
- use of materials that are safe when properly handled; and
- continual improvement of our IMS with the aim of eliminating or reducing OHS hazards and risks, while also maximising OHS opportunities that are specific to our organisation.

Our OHS Policy receives the highest priority and commitment from top-level management within the organization and this priority is communicated to all personnel connected with the company.

Top-level managers establish, implement and maintain this policy, and are responsible for the health and safety of all persons working in any operation under their control. It is their responsibility to ensure that personnel who report to them have consultation and participation in, and are provided with, all necessary instruction, training and resources to implement the commitments of this policy, and adhere to the IMS.

Employees are responsible for their own health and safety and that of their fellow workers to the extent of their capability, by following all safety rules, procedures and instructions. All personnel are free from reprisal in raising and reporting any health and safety issues.

Where alterations are made to this policy, employees (and representatives as appropriate), are consulted, have participation in, and are notified when any changes are made.

Director: Date: 31 / 10 / 2025