1. POLICY SCOPE

This policy applies to all workers (as defined under the Work Health Safety Act 2011) who affiliate with Neumann Steel in any capacity. This policy is aligned with ISO45001 Occupational Health and Safety Management Systems.

2. POLICY PURPOSE

The purpose of this WHS policy is to set the context around Neumann Steel's commitment to its people and others in providing a healthy, physically safe, and psychologically safe workplace while ensuring requirements for corporate responsibility, statutory compliance, due diligence, and duties of care are addressed through our safe systems of work.

3. POLICY STATEMENT

Neumann Steel is committed to maintaining a safe and healthy working environment through consultation and continuous improvement. The Board of Directors and Executive Leadership Team take ownership to provide a safe and healthy working environment for all workers, across all areas of business processes and undertakings. Together, we are committed to leading a safety culture where everyone is empowered to stop unsafe work, to report hazards, unsafe acts or conditions, to take personal responsibility and accountability for working safely, and mentoring the safety of our colleagues. We value that our people should be given the highest level of risk protection, so far as is reasonably practicable, from hazards arising from work. How we will deliver upon our commitment:

- Comply with applicable WHS laws, regulations, codes of practice, and standards. Where prescribed standards do not exist, we will adopt an industry best practice methodology that reflects the company's strong commitment to WHS.
- Make available resources to provide strategic and operational capability to comply with WHS legislative obligations and proactively contribute towards overall continuous improvement in WHS.
- Use a risk management approach towards ensuring suitable controls exist within our supply chain.
- By developing and maintaining user-friendly and sustainable systems and processes in the management of both strategic and operational WHS risks.
- Communicate and engage with workers, key stakeholders, and interested parties to increase their awareness of their WHS responsibilities and obligations.
- Ensure that our workers receive information, instruction, and training regarding their WHS responsibilities and our expectations of working safely.
- Ensure Officers, management, and leaders are actively involved in WHS assurance activities and provide demonstrated leadership to support continuous improvement.
- Consult with workers, WHS representatives, and key stakeholders to identify, assess, and manage risks to eliminate, or otherwise minimise the negative impact on the safety of workers and others.
- Adequately investigate work-related incidents and implement timely corrective and prevention measures.
- Conduct an equitable and effective injury management and employee health and well-being program.
- Set and strive to achieve meaningful and measurable targets that do not place unreasonable timeframes or expectations upon our employees, suppliers, or worker safety.
- Regularly monitor, measure, and review our safety management system to ensure its effectiveness and continual improvement (by way of both internal and external auditing processes).

This WHS policy statement is controlled by inclusion into the company's integrated management system, which is subjected to regular management reviews for continuing suitability and effectiveness.

Kathy Bartley
General Manager
13/03/2026

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