

Work Health and Safety Policy

Promoting a Safe and Responsible Workplace Culture

Zenergy Asia Pacific Pty Ltd (Zenergy) is dedicated to fostering a company culture that empowers every employee to be accountable for the health, safety, and welfare of their colleagues. This commitment extends to the protection of company property and the upholding of Zenergy's reputation. To achieve these aims, Zenergy adopts safe work practices and procedures throughout its operations.

Work Health and Safety Obligations

At the core of Zenergy's Work Health and Safety (WHS) responsibilities is the promotion of the highest standards of safety. The company is committed to eliminating hazards that may result in injury, loss, or damage, and to preventing work-related harm and ill health through the following measures:

- Ensuring both Zenergy and its employees strictly comply with all relevant WHS legislation and statutory requirements.
- Integrating WHS considerations into every aspect of business activities, and establishing a framework for setting objectives and targets that support the implementation of this policy.
- Encouraging every team member to treat safety as both a workplace and personal responsibility, and to understand their individual obligations for maintaining high safety standards in all work practices.
- Providing the necessary expertise and qualified resources to develop, implement, and maintain the WHS system of work.
- Offering appropriate education and training as an essential part of the Zenergy WHS program, to ensure all team members are aware of and understand their obligations under this policy.
- Recognising Zenergy's duty of care to all employees, contractors, and visitors at any workplace managed by the company.
- Implementing an effective hazard and risk management approach for all company activities, including communicating identified hazards and control measures in a timely and appropriate manner.
- Maintaining a collaborative process between management and team members for the development, implementation, and ongoing improvement of the WHS system.
- Ensuring the Work Health and Safety Policy is accessible to interested parties and the general public, and reviewing it regularly to maintain its relevance and suitability for the organisation.

Responsibilities and Community Impact

All Zenergy team members are accountable for adhering to the Work Health and Safety Policy. They are encouraged to consider the broader community impact of work health and safety issues when undertaking any activity on behalf of the company.



Dean Woods, Director Zenergy Safety, Health and Wellbeing

Revised and reissued: 13th December 2025