

Spectran Group is committed to being an ethically and morally responsible company having developed an Integrated Management System that is third party certified to ISO 45001:2018 (Occupational Health and Safety Management System).

The Spectran Group recognises its 'Duty of Care' to ensure the Health and Safety of its employees and contractors, and in meeting this duty will comply with the requirements of applicable state, territory or federal legislation in Australia, and all other applicable statutory requirements, as well as industry standards and codes of practice, and (where contractually specified) the health and safety requirements of our clients.

The Health and Safety of our employees and contractors, and any other persons that may be exposed to our business operations, is a fundamental value of our organisation.

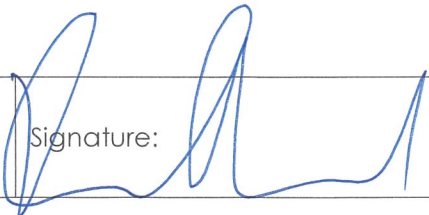
It is our Policy to:

- Develop, maintain and continuously improve our systems and procedures
- Promote Health and Safety Management at all Spectran locations fostering safety leadership across the company's activities and all stakeholder groups
- Provide all resources necessary to ensure a safe environment for workers, subcontractors, representatives, clients and the public
- Ensure workers are competent and suitably trained to undertake their work activity safely
- Only engage subcontractors that comply with our commitment to safety and demonstrate behaviours that are consistent with this commitment
- Understand and comply with legislative requirements and industry standards relating to Workplace Health and Safety
- Foster a culture of consultation, collaboration and shared responsibility for identifying and eliminating hazards to Health and Safety
- Ensure all relevant Health and Safety information is communicated effectively to all stakeholders
- Ensure appropriate procedures are maintained for the reporting and review of all Health and Safety incidents and situations likely to be hazardous to a safe working environment
- Review our systems and performance effectively and regularly to identify and implement improvements

Management (including supervisors) are responsible for the implementation of this policy. All workers have a responsibility to follow all Health and Safety policies and procedures and to report any hazards.

The Spectran Group is committed to this Health and Safety Policy and shall review its content annually.

Approved by:

Name: David Clerk		Signature:	Position: CEO	Date: 30/9/26
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