

OCCUPATIONAL HEALTH & SAFETY POLICY

Cadoux Limited aspires to cause no harm to people and the community and recognises its duty of care to ensure that all work activities are managed to sound principles to govern health and safety. Wherever we operate we will develop, implement and maintain health and safety management systems to achieve an injury and incident free workplace and to drive continual health and safety improvement. To achieve this, we will:

1. Not compromise our health and safety values, and seek ways to promote and improve the health of our workforce and the general community
2. Provide proactive leadership and commitment to occupational health and safety to ensure that all work is completed without injury or incident
3. Systematically identify, assess and manage risks to employees, contractors and the community and eliminate them where possible
4. Provide adequate funding, resources and guidance to ensure that the requirements of this policy can be met
5. Comply in full with applicable legislation, regulations, codes of practice and Australian standards
6. Work with and involve our workforce and contracting personnel to gain the commitment of personnel in our goal of an injury and incident free workplace
7. Strive for zero harm, by eliminating workplace injuries and incidents
8. Operate, manage and develop a best of practice Emergency Response System
9. Ensure that Cadoux Occupational Health & Safety Policy, Standards and relevant procedures are available to all Cadoux and contracting personnel and visitors and that they are informed of, and understand their obligations in respect to occupational health and safety
10. Regularly monitor and review our performance and report our progress.

This policy is fully endorsed by the Board of Cadoux and through the implementation of this Policy, and the total commitment of Cadoux's management, employees and contractors we will be successful in meeting our Occupational Health and Safety Policy objectives and goals and achieve zero harm.

This policy and its objects shall be communicated to all Cadoux personnel and shall be reviewed on an annual basis.

A handwritten signature in dark ink, appearing to read 'Roland Hill', is positioned above a horizontal line.

Roland Hill

Chief Executive Officer

31 March 2026

Date