

	Health and Safety Policy (Statement)	No:	5.2.1.3
		Date:	17/06/2026
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		Rev:	04
		Authorised by:	A Mizgier

Our Commitment

Xampla is committed to providing a safe and healthy working environment for all workers, contractors, visitors, and other interested parties. This includes the prevention of work-related injury and ill health through the elimination of hazards and reduction of occupational health and safety (OH&S) risks.

Xampla is committed to the continual improvement of its OH&S management system and to meeting all applicable legal and other requirements, including the Health and Safety at Work Act 1974, the Management of Health and Safety at Work Regulations 1999, and any sector-specific legislation relevant to our operations.

We will:

- Prevent work-related injury and ill health through the elimination of hazards and reduction of OH&S risks
- Comply with all applicable legal and other health and safety requirements
- Continually improve our occupational health and safety management system and performance
- Ensure consultation and participation of workers in health and safety matters
- Provide appropriate information, instruction, training, and supervision
- Proactively support the mental health and wellbeing of our workers
- Maintain effective emergency arrangements

Responsibility

Responsibility for the implementation and maintenance of this policy rests at the highest level with the Chief Executive Officer (CEO). Day-to-day operational responsibility is delegated to the designated managers. All employees, workers, and contractors are expected to understand and comply with this policy, follow relevant procedures and policies.

Communication and Review

This policy applies to all activities undertaken by Xampla at its applicable locations including remote and hybrid working arrangements, and to all persons working on behalf of Xampla regardless of employment type.

This policy will be communicated to all employees, workers, and relevant contractors upon induction and whenever it is updated. It will be made available to all interested parties on request.

This policy will be formally reviewed annually, or earlier in the event of a significant incident, organisational change, or change in applicable legislation, to ensure its continued suitability, adequacy, and effectiveness.

Date statement implemented: 17/06/2026

Signature of responsible person: Alexandra French

