

ZENENERGY

Workplace Health & Safety **Policy**

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1.0 Policy Statement

ZEN Energy (ZEN) values our employees, contractors, clients, and the communities in which we operate. We are committed to ensuring our proactive management practices continually strive to protect and promote the health and safety of all people and the community for now and the future.

2.0 Goals

- A workplace free of occupational injury and illness.
- A robust health and safety risk management system based on continuous improvement.
- A workplace and culture supportive of the priority we place on health and safety.
- A workplace that values and considers employees mental, social, and physical wellbeing.

3.0 Implementation Strategy

We will:

- Demonstrate leadership and support for health and safety standards and systems.
- Manage health and safety as part of our everyday activities to meet and exceed applicable legislative requirements.
- Empower our employees to stop the job if deemed unsafe to proceed.
- Comply with other stakeholder requirements (Councils and Government bodies) as relevant.
- Develop and foster ZEN Energy safety culture at work wherein safety awareness is embedded in the thoughts and actions of all at ZEN.
- Apply this Policy, guidelines, and procedures consistently across all ZEN Energy worksites/places.
- Proactively consult and communicate with employees and stakeholders about health and safety matters.
- Demonstrate commitment to provide safe and healthy working conditions for the prevention of work-related injury and ill health, and that ZEN is appropriate to the purpose, size and context of the organization and to the specific nature of its OH&S risks and OH&S opportunities.
- Demonstrate commitment to eliminate hazards and reduce OH&S risks.
- Implement risk management principles to provide a healthy and safe work environment.
- Provide information, instruction, training, or supervision to assist employees and contractors as is necessary to enable those persons to perform their work in a way that is safe and without risks to health but only to the extent, and in relation to matters over which, ZEN Energy has control.
- Ensure there are 'safe systems of work' in place for all ZEN Energy employees.
- Implement the ZEN Social and Wellbeing Policy and Health & Wellbeing Plan
- Where ZEN is involved in the management of construction of a renewable energy, we will ensure construction contractors commit to industry best practice in construction safety.
- To ensure reporting and auditing processes are in place to effectively manage and monitor the safety management plan, including future asset development projects.
- Measure and report our health and safety performance, promote our achievements, and learn from our lessons.
- Actively seek out best practice in health and safety; and seek to apply this throughout ZEN Energy by compliance with ISO 45001.
- Maintain an openness to share our health and safety knowledge with our global partners.
- Support our employees when their health is impacted at work or personal life.
- Communicate the expectations of this Policy to all employees and stakeholders.
- Set measurable objectives and targets to provide guidelines for continuous improvement of health and safety.
- Review this Policy and the impact of this Policy on the Business Plan annually.

4.0 Responsibility

- The CEO and Management of ZEN Energy are responsible for ensuring that its Workplace Health and safety objectives are met, and this Policy is implemented.
- The CEO and Management of ZEN Energy will be provided with regular reporting of lead and lag indicators as part of the business performance reporting.
- Every person in ZEN Energy is required to actively participate in the implementation of this Policy.

A handwritten signature in black ink, appearing to read 'Anthony Garnaut'.

Anthony Garnaut,

Chief Executive Officer, ZEN Energy