



HEALTH AND SAFETY POLICY

Australian Offshore Solutions (AOS) is committed to providing a safe and healthy workplace that protects our people, contractors, visitors, assets, and the environment. We achieve this through effective risk management, strong leadership, worker consultation, and continual improvement, with the objective of achieving zero harm across all our operations. Health and safety is a shared responsibility, and everyone at AOS is expected to contribute to a safe and healthy workplace.

Our Commitment

AOS will:

- Operate in accordance with the *International Safety Management (ISM) Code*, *ISO 45001 Occupational Health and Safety Management Systems*, and all applicable health and safety legislation, regulations, standards, and client requirements.
- Identify hazards, assess risks, and implement effective controls to eliminate or minimise risks to as low as reasonably practicable (ALARP).
- Plan, assess, and perform work safely using risk management processes such as Job Safety Analysis (JSA), Permit to Work (PTW), inspections, and emergency preparedness.
- Consult and communicate with workers, contractors, clients, and relevant stakeholders on health and safety matters.
- Provide appropriate information, instruction, training, supervision, and resources to enable work to be carried out safely.
- Manage physical and psychosocial hazards and risks, including fatigue and other factors affecting health, safety, and wellbeing.
- Provide and maintain fit-for-purpose plant, equipment, tools, and personal protective equipment (PPE).
- Report, investigate, and learn from hazards, incidents, near misses, and non-conformities.
- Continually improve our health and safety performance and management systems.

Working With Others

Where AOS operates on vessels, offshore facilities, or client-controlled sites, we will comply with site-specific requirements and work with clients and other duty holders to coordinate health and safety arrangements and manage risks effectively.

Responsibilities

All workers are expected to:

- Work safely and follow applicable procedures, instructions, and controls.
- Take reasonable care for their own health and safety and that of others.
- Promptly report hazards, incidents, and unsafe conditions.
- Exercise **Stop Work Authority** where they believe work cannot be undertaken safely, and seek assistance without fear of reprisal.

Leaders at all levels are responsible for implementing this policy, demonstrating visible safety leadership, providing appropriate resources and support, addressing health and safety risks, and fostering a culture where people feel respected, informed, and empowered to speak up.

Breaches of this policy will be addressed appropriately and may result in corrective or disciplinary action, up to and including termination of employment or engagement, where appropriate.

A stylized signature in blue ink, appearing to read 'Daniel Sweetman'.

Daniel Sweetman
Managing Director
30 June 2026