



HEALTH AND SAFETY POLICY

Purpose

This policy sets out Vector's overarching commitments and requirements for health and safety. Vector will conduct its business activities in such a way as to protect the health and safety of all employees and contractors of Vector Limited and its Related Companies ("Vector People"), the public and visitors in its work environment.

Vector is committed to continual and progressive improvement in its health and safety performance. Management acknowledges and accepts its responsibilities for health and safety standards in the workplace and will provide sufficient, competent resources and effective systems at all levels of the organisation to fulfil this commitment.

All Vector People are required to work in line with this policy.

We commit to:

- Providing a safe and healthy workplace for all Vector People, the public and visitors;
- Ensuring health and safety considerations are part of all business decisions;
- Monitoring and continuously improving our health and safety performance;
- Communicating with Vector People, customers, and stakeholders on health and safety matters;
- Operating in a manner that manages health and safety hazards;
- Fostering personal commitment to health, safety and wellbeing and encouraging safe and healthy lifestyles, both at work and at home; and
- Supporting the safe and early return to work of injured or ill Vector People.

To achieve this we will:

- As a minimum, meet all relevant legislation, standards and codes of practice for the management of health and safety;
- Identify, assess and control workplace hazards;
- Accurately report, record and learn from all incidents and near misses;
- Establish health and safety goals for the business, and regularly monitor and review the effectiveness of our Health and Safety Management System;
- Consult, support and encourage participation from Vector People on issues that have the potential to affect their health and safety and the health and safety of their co-workers;
- Promote Vector People's understanding of their health and safety responsibilities relevant to their roles;
- Provide Vector People with information and advice on the safe and responsible use of our products and services; and
- Suspend activities if safety would be compromised;

All Vector People are responsible for:

Ensuring their own and other's safety by familiarising themselves with this policy and adhering to it and all Vector safe work practices, and escalating any health and safety issues if they have the potential to put any Vector People (including themselves) at risk.

A handwritten signature in black ink, appearing to read "Simon Mackenzie".

Simon Mackenzie
Group Chief Executive

A handwritten signature in black ink, appearing to read "Michael Stiassny".

Michael Stiassny
Chairman