

Safety, Health and Environment

Statement of Policy

ERA Technology Limited
Safety, Health and Environment (SHE)

ERA Technology's SHE policy is to strive to:

- 1) Provide workplaces that are injury-free and incident-free for all employees, visitors and contractors.
- 2) Enhance the well-being of its employees and local communities.
- 3) Where practicable, minimise its impact on the local and global environment arising from its operations, activities, products and services.

To achieve this policy, the company will endeavour to:

- Demonstrate leadership and management commitment to SHE.
- Provide appropriate leadership development and training in SHE.
- Foster and maintain a positive SHE culture.
- Identify, assess and eliminate/mitigate all the risks associated with SHE hazards in the company's operations, activities, products and services.
- Continuously improve with an aim to meet and exceed leading SHE practices.
- Eliminate, mitigate or remedy the environmental impacts of the company's activities.
- Continually improve the efficiency of use of raw materials, energy and natural resources.
- Reduce emissions of direct and indirect greenhouse gases and assess the need to adapt in relation to the effects of climate change.
- Reduce the use of hazardous substances.
- Reduce, reuse or recycle wastes wherever possible.
- Develop and encourage a just and equitable SHE reporting culture that does not apportion blame such that the company can learn and share from SHE accidents and high potential incidents.
- Prepare and respond effectively to SHE emergencies and crises.

- Empower the company's personnel to take responsibility for SHE with respect to their own, their colleagues and their community's wellbeing.
- Actively engage with contractors, suppliers and business partners, so that they understand and respect the Company's SHE policies and Management Standards.
- Provide metrics for management at all levels to continually review, assess and improve performance.

A handwritten signature in blue ink, appearing to read 'S Brown'.

Simon Brown
Managing Director
ERA Technology Ltd

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