

WHS Policy



The Board of Directors of PSD Energy is committed to both the **moral and legal responsibilities** of providing a safe and healthy work environment for all workers and other persons affected by our operations. To support this commitment, we have implemented and continually improve a comprehensive **Workplace Health and Safety Management System (WHSMS)**.

PSD Energy recognises that **workplace health and safety includes both physical and psychological health** and is committed to promoting work conditions that protect and support the **mental health, wellbeing, and resilience** of our employees, subcontractors, consultants, and visitors.

To achieve these objectives, the Company will implement its WHS Strategic Plan to ensure that we:

- Integrate WHS—including psychological health and well-being—into every aspect of our business activities.
- Periodically review and improve the WHS Management System, through consultation with employees, subcontractors, clients, and consultants, and by embedding lessons learned from day-to-day operations.
- Meet all applicable legislative and regulatory requirements, including (but not limited to):
 - *South Australian Work Health and Safety Act 2012,*
 - *South Australian Work Health and Safety Regulations 2012,*
 - *Return to Work Act 2014,*
 - and all relevant WHS legislation and codes of practice across other jurisdictions in which we operate.
- Clearly define WHS roles, responsibilities, and accountabilities at all levels of the organisation.
- Reduce the risk of injury or illness—whether physical or psychological—through effective hazard identification, risk assessment, and implementation of control measures.
- Provide appropriate induction, supervision, and training to all employees, subcontractors, consultants, and visitors.
- Measure and monitor WHS performance, including indicators of workforce well-being.
- Establish measurable objectives and targets aimed at the continuous improvement of the WHSMS and the elimination of work-related injury and illness.
- Implement and improve our rehabilitation and return to work programs to support early and sustained recovery.

PSD Energy undertakes to **regularly review, communicate, and improve its WHS Management System**, fostering a culture of shared responsibility for safety, well-being, and compliance.

Signed

A black ink signature of Darren Cripwell, consisting of a stylized, somewhat abstract scribble.

Darren Cripwell

Director

A blue ink signature of Ignatius Muller, written in a cursive, flowing style.

Ignatius Muller

Director

A blue ink signature of Tertius Strydom, featuring a large, stylized capital 'T' followed by a series of loops.

Tertius Strydom

Director



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