

Health and Safety Policy Statement

This policy applies to Talentia and its subsidiaries.

At Talentia, our goal is simple: everyone goes home safe and well, every day.

We are committed to providing and maintaining a safe and healthy work environment and preventing work-related injury and ill health for our employees, temporary workers, contractors, clients and visitors. We recognise that effective health and safety is fundamental to our success and is achieved through strong leadership, proactive risk management, meaningful worker engagement, and collaboration with our clients and other business partners.

To achieve this commitment, Talentia will:

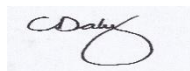
- Comply with all applicable health and safety legislation, regulations, standards and other requirements.
- Identify, assess and manage risks to eliminate harm where reasonably practicable and minimise risks where elimination is not possible.
- Consult, cooperate and coordinate with workers, clients, contractors and other duty holders to ensure health and safety responsibilities are clearly understood and effectively managed.
- Encourage and support meaningful worker participation, consultation and engagement in health and safety matters.
- Provide the information, training, supervision and resources necessary for workers to perform their duties safely.
- Promote a culture where hazards, risks, incidents, near misses and improvement opportunities are reported, investigated and acted upon.
- Investigate incidents and events, identify contributing factors and implement appropriate corrective actions to prevent recurrence.
- Support the physical and psychological wellbeing of our people through effective health, safety, injury management and return-to-work practices.
- Use health and safety data, worker feedback and business insights to continuously improve our Health and Safety Management System and performance.
- Regularly review our health and safety objectives, policies, procedures and performance to ensure they remain effective, relevant and fit for purpose.

Everyone at Talentia has a role to play in creating and maintaining a safe and healthy workplace. We expect all workers to:

- Take reasonable care of their own health and safety and that of others who may be affected by their actions.
- Follow agreed safe work practices, procedures and instructions.
- Report hazards, risks, incidents, injuries and near misses promptly.
- Participate in health and safety training, consultation and improvement initiatives.
- Contribute positively to a culture where health, safety and wellbeing are valued and supported.

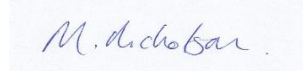
Through these commitments, we aim to create workplaces where people feel safe, supported and empowered to contribute to the success of our business and our clients.

Colin Daly
CEO



Date: 1st July 2026

Megan Nicholson
General Manager People & Safety



Review date 1st July 2027