

WORK HEALTH & SAFETY POLICY

Enware is recognized as Australia's leading manufacturer, distributor and service provider for Specialist Tapware, Intelligent Water Management Systems, Safety Showers, Thermostatic Mixing Valves, Water Chillers and Aged and Disabled Care Products for commercial, institutional and industrial applications. Enware's local and international distribution network supports our market leadership in Australia and continued export growth.

Enware is committed to implementing and maintaining a high level of Health and Safety management across all areas of the organization. Our aim is to ensure that:

- Through the prevention of work injuries and illnesses as well as continual improvement of work health and safety management and performance, *'Everyone goes home from work safe and injury free'*.

We will strive to meet these aims whilst ensuring (as far as is reasonably practicable) the health, safety and welfare of our workers, associates, sub-contractors and persons likely to be affected by our activities by:

- Complying with all applicable legal, client/customer and Enware requirements (as a minimum);
- Seeking guidance from clients/customers, contractors and relevant industry standards to exceed requirements where practicable;
- Ensuring, through a rigorous and formal risk management process, we will reduce risk to personnel, equipment, product and plant so far as is reasonably practicable;
- Enhancing the skills of management and personnel through the identification of training needs and the implementation of training and competency assurance programs to meet and maintain these needs;
- Promoting a positive health and safety culture at all levels in the organization through visible leadership, commitment, consultation and communication;
- Reporting all incidents and non-conformances and taking appropriate action to prevent recurrences;
- Setting measurable targets and objectives which are monitored and reviewed through Enware's audit and management review processes to ensure continual improvement;
- Empowering all personnel to stop work if they believe that they or other persons are at risk.

Enware is committed to implement and operate to the requirements of AS/NZS ISO 45001:2018 *Occupational health and safety management systems*, and any other legal requirements to further enhance health and safety performance.

This Work Health and Safety Policy has the full support of Enware's Senior Management who will ensure that adequate resources are made available to achieve the Policy objectives and that roles and responsibilities are clearly defined.

Peter Dimos
COO



Date: 16/12/2024

