



SAFETY POLICY

Policy Owner: Bram Van Keer, Safety Manager

Policy Sponsor: Jason Watson, CEO

Approver: Sustainability Committee

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Version 2

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1 PURPOSE

TCR's highest priority is Occupational Health and Safety (OHS), taking precedence over all other aspects of its business activities. We believe that Health and Safety are integral to our business, that safety is everybody's responsibility, that working safely is a condition of employment, and that all work-related injuries and work-related ill-health are preventable. We are committed to taking all reasonable and practical steps to aid and promote working conditions that reflect this priority.

The purpose of this policy is to provide a general guidance framework for OHS management and objectives applicable to all activities of TCR Group.

2 SCOPE OF THE POLICY

This policy applies to all entities of the TCR Group.

3 POLICY DETAILS

Organisation & Responsibilities

We regard OHS matters as a core management responsibility. Executives and managers are directly responsible for OHS matters within operations under their control. They are accountable for performance against TCR's OHS objectives. While leadership sets the standard, all individuals have the responsibility to ensure their own safety and that of their colleagues. The Board expects all employees to embrace these responsibilities and exhibit this through their approach at work.

The objectives of this policy will be achieved through the participation, co-operation and commitment of all individuals across all TCR workplaces. TCR is committed to fostering a positive safety culture where each employee takes ownership of their own safety and the safety of their colleagues, follows safe work practices, adheres to company safety rules, and reports ideas for improvements, near-misses, workplace hazards and incidents.

Our Aims

- Operate all business activities in a manner which ensures the wellbeing and occupational health and safety of any persons affected by these activities.
- Provide a safe working environment for our staff, contractors, visitors and customers and offer safe equipment and services to our customers.
- Comply with all legal health and safety requirements.
- Learn from incidents and observations and translate findings into clear action plans.
- Be pro-active in preventing injuries and continuously improve our OHS systems and performance.

Our Commitments


TCR commits to preventing injury and ill health by undertaking the following high priority actions in all its workplaces:

- Developing strong safety leaders to drive continuous improvement in the workplace.
- Embedding the Just Culture principles, allowing employees to make mistakes and learn from them without blame.
- Fostering a positive safety culture where everyone is encouraged to take ownership and actively participate to create a harm-free work environment.
- Implementing and maintaining a risk-based management system.
- Monitoring, reporting and evaluating health and safety data to set objectives to continuously improve the safety performance and the management system.
- Providing a healthy and safe work environment (including tools and equipment) and minimising or managing all workplace hazards and risks as far as is reasonably practical.
- Gaining insights from incidents by conducting thorough root cause analyses and sharing the lessons learned.
- Implementing international best practices and providing adequate training for TCR employees to ensure business activities are performed safely.
- Monitoring legal and other applicable requirements and ensuring compliance.
- Supporting the mental health and overall wellbeing of our employees by fostering a culture where mental health is understood, respected, and actively supported.

Accepted and agreed by TCR Sustainability Committee
Executed by the CEO



Jason Watson, CEO
Policy Sponsor



Bram Van Keer, Safety Manager
Policy Owner

FURTHER QUESTIONS

Any questions regarding this Policy and its implementation can be addressed to Bram Van Keer (bram.vankeer@tcr-group.com)

