

Safety, Health and Quality Policy

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At Genus we are committed to providing safe, trusted and high-value solutions while protecting our people and the quality of our products and services. We recognise that achieving this requires safety, health and quality to be embedded into our culture, leadership and everyday decision-making. We commit to:

Leadership and accountability

Leading by example and being accountable for the safety, health, and quality outcomes of our organisation.

Risk management

Identifying, assessing and managing risks and opportunities that may affect our people, quality and the achievement of our objectives.

Capability and resource

Providing the resources, information, training and support necessary to achieve our safety, health and quality objectives.

Worker participation

Consulting, engaging and empowering workers and stakeholders in decisions that affect safety, health, quality and business performance.

Compliance

Meeting applicable legal, regulatory, contractual and other compliance obligations.

Performance improvement

Establishing objectives, monitoring performance, and continually improving our Integrated Management System and safety, health and quality performance.

This policy applies across all GenusPlus Group operations, workers and contractors. Visitors and other persons must comply with applicable safety, health and quality requirements when participating in, visiting, or otherwise affected by our activities.

Genus maintains an Integrated Management System aligned with ISO 45001 and ISO 9001.

The commitments above apply equally across Safety, Health and Quality. See next page for discipline-specific commitments.



David Riches
Managing Director
GenusPlus Group Pty Ltd

Date: 14/09/2026



Safety and Health

Our objective is for everyone undertaking, or affected by our work, to go home physically and psychologically safe every day. This is embodied in our *Think Safe. Work Safe. Home Safe.* message and supported by our value of Mateship.

This includes:

- Providing safe and healthy working conditions and preventing work-related injury and illness.
- Eliminating hazards and reducing risks so far as is reasonably practicable.
- Managing critical risks through our Safety Non Negotiables and other critical risk controls.
- Empowering workers to exercise Stop Work Authority.
- Ensuring workers are competent, trained and appropriately supervised.
- Promoting a positive safety culture that encourages safe behaviours, learning and recognition.
- Promoting shared responsibility for being fit for work and reporting conditions or impairment that may affect safe performance.

Injury management and return to work

Our objective is to prevent work-related injury and illness. Where an injury or illness occurs, we are committed to supporting workers in their recovery and return to work.

This includes:

- Supporting early reporting of injuries and illness.
- Providing early intervention and appropriate rehabilitation support.
- Providing suitable duties consistent with medical advice.
- Supporting workers to return to their pre-injury role wherever reasonably practicable.
- Consulting and communicating with injured workers throughout their recovery and return to work.
- Supporting workers physical and psychological wellbeing.
- Meeting applicable workers compensation and injury management requirements.

Quality

Our objective is to reliably deliver quality products and services that meet or exceed customer, contractual and applicable requirements.

This includes:

- Understanding our customers and stakeholders' needs and expectations.
- Delivering products and services that meet agreed requirements.
- Taking pride in our work and delivering on our commitments.
- Listening and responding to customer and stakeholder feedback.
- Using feedback, performance information and lessons learned to improve how we work.