

Health and Safety Policy

Approved Date: 26th August, 2026



PRINCIPLES

BLIS Technologies Limited is committed to providing, and continuously improving, higher standards of work health and safety for the benefit of all employees and others who work in, use or visit our workplaces. At BLIS;

- We will understand and comply with all applicable health and safety legislation, codes of practice, safe operating procedures and regulations
- We will establish objectives and management systems consistent with health and safety best practice.
- We will use systems and processes that are fit-for-purpose, reflecting the size and nature of the work environment(s), the activities undertaken there, and the level of potential risk posed to workers and others who use or visit those environments.
- All of us (officers and workers) will engage in creating a positive workplace safety culture where we fully support health & safety initiatives.

ROLES & RESPONSIBILITIES

Overall responsibility for health and safety - and specifically for setting of high-level strategy and policy resides with the Board, but all employees are expected to demonstrate a commitment to Health and Safety at work through maintaining and contributing to a healthy & safe work environment (as per position descriptions)

The CEO and Leadership Team are responsible for:

- Determining and implementing business and action plans to give effect to Board strategy
- Providing, supporting and maintaining health and safety management systems, ensuring the company's safety requirements are met at all times; Acquiring and maintaining a good understanding of health and safety matters
- Being responsible and accountable for health and safety compliance
- Promoting and role-modelling high workplace health and safety standards
- Identifying and managing all risks and hazards,
- Ensuring business objectives are complimentary to health and safety objectives.

Our managers, and health and safety representatives/H&S Committee Members have clearly defined roles that support the effective implementation of, and reporting on, health and safety management systems and processes. They will actively participate and demonstrate leadership in regard to Blis health & safety culture and be well informed and educated on developments in health and safety practice.

Our workers are responsible for taking reasonable care of their own health and safety while ensuring that their actions or omissions do not cause harm to others. They report all incidents as required and comply with any reasonable instructions, policies and procedures on how to work in a safe and healthy way. Workers have ready access to, understand and comply with

health and safety systems that apply to them and their roles. Where required, our workers will use and wear PPE as instructed in accordance with any standards and/or training.

Visitors and contractors are to take all reasonably practicable steps to understand and comply with our health and safety guidelines and processes, take reasonable care of their own health and safety, and ensure their actions do not cause harm to others.

REPORTING

In order to understand what is happening in the organisation and enable/support actions that will help foster safer work environments, the Board requires timely and accurate reporting in relation to:

- Workplace incidents and injuries.
- New initiatives designed to improve health and safety practice in Blis workplaces.
- Progress towards targets, comparisons or benchmarks relating to health and safety objectives, including incidents, near misses, occupational illnesses, injuries or disabilities, absence due to sickness and other statistics that may indicate health and safety trends or issues within the organisation.
- Any new and serious incidents or issues that represent an elevated and ongoing risk to workplace health and safety or BLIS' good reputation.
- Any other matters that are identified from time to time that will enable better understanding, decision making and governance.

MANAGEMENT SYSTEMS

Health and safety management systems will be developed and regularly reviewed in consultation with workers.

Systems and processes will be fit-for-purpose, reflecting the size and nature of the work environment(s), the activities undertaken there, and the level of potential risk posed to workers and others who use or visit those environments.

Health and safety management systems must comply with all relevant laws and regulations. These systems will be fully documented and subject to regular review, update and audit to ensure they reflect evolving best practice and changes in the work environment.

Employees have ready access to, understand and comply with health and safety systems that apply to them and their roles. Health and safety will be regularly featured in programmes such as induction, ongoing training and business-wide communication updates. This policy applies to all business operations and functions, including those where workers are working remotely or off-site.

REVIEW

This policy should be reviewed every two years.