

OCCUPATIONAL HEALTH AND SAFETY POLICY

(THE TRINDER GROUP HS00)

The foundations of Health and Safety in our company start in the Board Room.

The CEO, Directors and Shareholders of The Trinder Group operations (Trading as A W Trinder Ltd) collectively participate in governing our H&S system, recognising our industry needs, and utilising the Health & Safety at Work Act 2015 to drive our core values with ongoing improvement to H&S and the wider business operations. We utilise our employees' vast knowledge within the engineering industry to facilitate safe work practices encouraging engagement at all levels. At the heart of our policy is the target of zero LTI's (Lost Time Injuries) with the objective that everyone goes home safe and healthy every day.

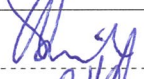


The Trinder Group employers undertake to:

- Provide and maintain - as far as is reasonably practicable, a safe working environment for workers, visitors, and contractors.
- Foster a culture whereby all employees feel comfortable in discussing any safety, health or wellbeing issues with their manager or senior management.
- Apply Duty of Care to all aspects of our company and operations.
- Provide information, training, and supervision as necessary to all employees.
- Provide a comprehensive Health & Safety management system.
- Maintain current H&S regulations & engage best practice guidelines that are specific to our business so far as reasonably practicable.
- Continue to develop the Company Health & Safety improvement plan.

The Trinder Group employees are required to:

- Take no action or inaction that may harm themselves or others in the workplace.
- Apply Duty of Care to all aspects of their work daily.
- Embrace a culture of respect, humility, and looking out for co-workers & their wellbeing.
- Co-operate and work with all health and safety provisions agreed by management and employees.
- Seek assistance or advice where the safe method of completing a job is not understood and or training is required.
- Report any unsafe conditions, incidents, or accidents immediately.

All-encompassing processes are documented in our **Health & Safety Manual** reviewed in consultation with employees annually and or as legislation dictates.

Reviewed and approved by:	Andrew Simcock, TTG, CEO	Signature: 	Date: 12/8/2025
	Kerry Hill, Director TTG, General Manager - Trinder Engineers	Signature: 	Date: 12-8-2025
	Phil Kirk, Director, General Manager - Waimea Engineering	Signature: 	Date: 12-8-25

Date Issued: 07 May 2025

Version Number 14

Review Date: Annual