

Work, Health and Safety Policy

Cropline Group Pty Ltd is committed to providing and maintaining a safe and healthy working environment for all workers, contractors, visitors and others who may be affected by our operations, and to preventing work-related injury and ill health.

Cropline Group Pty Ltd will meet its obligations under the *Work Health and Safety Act 2020 (WA)* and the *Work Health and Safety Regulations 2022 (WA)* and will ensure that work is carried out in accordance with our Health, Safety, Environment and Quality Management System (HSEQMS) and all applicable legal and statutory requirements.

To achieve this, Cropline Group Pty Ltd is committed to:

- Providing and maintaining safe systems of work, safe plant and equipment, safe workplaces, and safe methods for the use, handling and storage of substances;
- Ensuring that risks are identified, assessed and controlled using the hierarchy of controls, and that controls are reviewed to maintain their effectiveness;
- Providing adequate resources, information, training, instruction and supervision to enable work to be carried out safely;
- Consulting with workers and, where applicable, Health and Safety Representatives, on matters that affect their health and safety, in accordance with the consultation requirements of the WHS Act;
- Ensuring that officers of Cropline Group Pty Ltd exercise due diligence by acquiring and maintaining knowledge of WHS matters, ensuring appropriate resources and processes are available, and verifying that safety systems are implemented and effective;
- Requiring contractors and service providers to meet Cropline Group's WHS standards and legal obligations, and ensuring that risks arising from contracted activities are effectively managed;
- Encouraging workers to report hazards, near misses, incidents and injuries, and ensuring that all reports are investigated and corrective actions implemented;
- Supporting the right of workers to cease or refuse unsafe work where there is a reasonable belief of serious risk, without fear of reprisal;
- Setting and reviewing measurable health and safety objectives and performance indicators to drive continuous improvement;
- Managing risks to both physical and psychological health arising from work, including hazards associated with fatigue, workload, stress, bullying, harassment, isolation, exposure to traumatic events, and poor job design;
- Ensuring effective emergency preparedness and response arrangements are in place for all operations.

Cropline Group Pty Ltd expects all workers and contractors to take reasonable care for their own health and safety and that of others, to comply with company procedures, and to actively participate in maintaining a safe workplace.

A handwritten signature in black ink, appearing to read "K. Sutherland", written over a white background.

Kyle Sutherland
Managing Director
Cropline Group Pty Ltd
20th January 2026

