

## HSEQ Policy

### Health, Safety, Environment and Quality

The primary objective of LumaLed is:

**Deliver electrical and lighting products and services that will:**

- **Save our Customers money, energy and resources**
- **Meet and exceed our customers requirements**
- **Comply with national and international standards at all times**

This objective will be achieved by understanding our customer needs and expectations and by providing services that consistently meet those needs and expectations whilst complying with all statutory and regulatory requirements.

LumaLed is committed to providing a working environment that is safe and without risk to health to all employees, contractors and others through the effective implementation of this HSEQ Policy.

Every person who works for LumaLed is responsible for ensuring health, safety, environment and quality are managed in all aspects of our business. A critical part of the success of our business is the health and safety of everyone who works for and on behalf of LumaLed.

The success of our business is also reliant on our employees and contractors conducting their duties in an environmentally conscious manner.

**We will:**

- ✿ Implement and maintain an integrated business management system to ensure effective and appropriate processes and to ensure we meet all requirements of Australian and International standards: AS/NZS ISO9001 Quality Management Systems, AS/NZS ISO14001 Environmental Management Systems, AS/NZS 4801 Occupational Health and Safety Management Systems.
- ✿ Consult, listen and respond openly to our employees, contractors, customers, neighbours, to ensure all employees and contractors are included in the decision making processes on workplace health and safety.
- ✿ Formally identify, assess and mitigate HSEQ hazards and risks, appropriate to the nature and scale of identified risks.
- ✿ Management has a responsibility to take immediate action to remove safety hazards when they are identified and reported.
- ✿ Work with others – our partners, suppliers, competitors and regulators to aim to achieve best practice.
- ✿ Ensure all staff are provided with information, instruction and training to be able to comply with relevant HSEQ legislation, Standards, Codes of Practice, the prevention of pollution and all other HSEQ requirements to which the organization subscribes.
- ✿ Ensure all staff are provided with information, instruction and training on HSEQ policies and procedures.

- ✿ Develop and implement training programs to improve HSEQ skills and knowledge requirements of employees, contractors and others.
- ✿ Openly report our HSEQ performance; both good and bad.
- ✿ Continually strive to improve HSEQ performance by establishing clear and measurable objectives and targets, reviewing and monitoring our performance and recognizing those who contribute positively to this improvement.

All employees and contractors are required to adopt safe working practices and comply with all HSEQ policies and procedures and to report safety hazards or unsafe work practices.

All employees and contractors have an obligation and authority to stop work whenever they consider it unsafe.

We will provide employees with the appropriate equipment and facilities to undertake their duties in a professional and safe manner

Terry Fox

A handwritten signature in black ink, appearing to read 'Terry Fox', with a stylized flourish at the end.

Managing Director  
LumaLED Pty Ltd