HANSEN

Version 2.0

# Health & Safety Policy

## Global

November 2026

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## Purpose

Hansen Technologies Limited and its related entities ("Hansen") are committed to providing, so far as reasonably practicable and in accordance with applicable law, safe and healthy working conditions that prevent work-related injury and ill health and support physical and psychological health and wellbeing. This Policy establishes Hansen's global minimum commitments for managing health and safety risks, consulting people who perform work for Hansen, and continually improving health and safety performance.

## Scope of the Policy

This Policy applies to Hansen's global business operations and to all employees, contractors, consultants, temporary and agency personnel, interns, and other persons performing work for or on behalf of Hansen.

This Policy sets a global minimum standard. Each Hansen legal entity or location must maintain the local arrangements required to implement this policy.

These may include documented risk assessments and action plans, allocation of health and safety responsibilities, employee consultation arrangements, elected or appointed employee representatives, occupational health services, training, emergency procedures, statutory incident reporting and required committees.

Local arrangements must be reviewed when working conditions, organisational structures, premises, technology or applicable legal requirements necessitate it.

## Definitions

For the purposes of this policy, unless otherwise stated, the following definitions shall apply:

| Term | Definition |
|---|---|
| Hazard | A source, situation, activity, behaviour or work factor with the potential to cause injury or ill health. |
| Health and Safety | The policies, procedures and practices Hansen applies to protect the physical and mental wellbeing of employees, contractors, customers and other stakeholders, and to prevent work-related injury and illness. |
| Near Miss | An unplanned event that did not result in injury, illness or damage, but had the potential to do so. |
| Psychosocial Hazard | A workplace factor — such as excessive workload, fatigue, bullying, harassment or poor workplace relationships — that may cause psychological or physical harm. |
| Risk | The combination of the likelihood that a hazard will cause harm and the potential severity of that harm. |



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| Personnel | Any person performing work for or on behalf of Hansen, including employees, contractors, consultants, temporary and agency personnel, and interns, regardless of work location. |
| Workplace | Any location where work is carried out for Hansen, including Hansen premises, customer sites, business travel, and remote or home-based work locations. |

## Principles

For the purpose of this policy, unless otherwise stated, the following core principles shall apply:

| Principle | Definition |
|---|---|
| Alignment with International Standards | Align Hansen's health and safety management approach with recognised international standards, such as ISO 45001, to drive consistent practice globally. |
| Compliance with Laws and Standards | Comply with applicable laws, regulations, and international standards related to health & safety in all countries in which we operate. |
| Consultation and Reporting | Foster open communication, encouraging personnel to report hazards and unsafe behaviours without fear of retaliation. |
| Continuous Improvement | Regularly review and refine the health & safety management system for ongoing improvement. |
| Emergency Preparedness | Establish and maintain procedures to effectively handle emergency situations that may arise during operations. |
| Psychosocial Safety | Identify and manage psychosocial hazards, including excessive workload, fatigue, bullying, harassment and isolation, with the same rigour applied to physical hazards. |
| Risk Management | Identify, assess, and control potential hazards to minimise risks to the workforce. |
| Training and Education | Provide necessary training, resources, and information to personnel and stakeholders to ensure their safety. |
| Personnel Empowerment | Personnel have the right to stop or refuse work they reasonably believe to be unsafe, without fear of reprisal. |

## Hansen's Responsibilities

Hansen's responsibilities may include, subject to applicable local law:



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- protecting the health, safety and wellbeing of personnel at work;
- identifying workplace hazards and eliminating risks or, where elimination is not reasonably practicable, reducing and controlling those risks;
- consulting personnel and their representatives on matters affecting health and safety;
- providing appropriate information, instruction, training and supervision; and
- maintaining the local governance, documentation and reporting arrangements required by applicable law.

Where health and safety responsibilities differ by location, Hansen is committed to ensuring all legal obligations are met.

## Governance and Accountability

Hansen's Executive Leadership Team, People Leaders and Board of Directors are accountable for health and safety outcomes across the business and receive regular reporting on performance against this policy.

Hansen will investigate all workplace incidents and injuries to identify root causes, implement corrective actions, and share lessons learned across all Hansen locations, so that hazards identified in one part of the business are addressed everywhere they may also exist.

Hansen will monitor health and safety performance, including incident data and leading indicators such as training completion and hazard-reporting rates, and report on this regularly to senior leadership as part of our commitment to continuous improvement.

Hansen's target is zero lost-time injuries (a Lost Time Injury Frequency Rate of 0) across its global operations. Progress against this target is reported annually in Hansen's Sustainability Databook.

## Personnel Responsibilities

You have a responsibility under local law to take care of your own health and safety at work. It is also your responsibility to ensure that your activities do not endanger the health and safety of your colleagues, our customers or suppliers, or other persons who may be affected by your work. You must cooperate with Hansen in ensuring that your workplace is safe and without risk to health. This includes, but is not limited to:

- complying with all policies and procedures in place to protect health and safety at work;
- complying with all reasonable instructions from managers or health and safety representatives in relation to health and safety issues at work;
- exercising your right to stop or refuse to perform work you reasonably believe is unsafe, and reporting this immediately to your manager or local Health & Safety Representative;
- ensuring that you know how to use equipment safely and that you use all equipment in the correct manner;



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- using any personal protective equipment which Hansen provides to you, and ensuring that you know how to use the personal protective equipment properly;
- maintaining a clean and tidy workplace;
- reporting to work fit for duty without impairment from alcohol, drugs, medication or other influences (refer to Drug, Alcohol & Smoking Policy);
- not interfering with or misusing any equipment, tools, plant etc. or otherwise putting yourself or any other person at Risk of injury;
- constantly reviewing the workplace for Hazards which could lead to incidents or accidents;
- knowing where your workplace first aid kit is kept, and the identity and contact details of the qualified first aid contacts at your workplace;
- looking for opportunities to improve safety and health performance;
- actively participating in health and safety training and consultation; and
- reporting all accidents, injuries and potential safety hazards immediately to your manager and where a local Health & Safety Representative exists to that representative.

## Psychosocial Health & Wellbeing

Hansen is committed to supporting the psychological health of personnel by managing psychosocial hazards that may arise from how work is designed, organised, or managed.

Psychosocial risks may include:

- work-related stress and excessive workload;
- fatigue;
- bullying, harassment, discrimination, or inappropriate behaviour;
- poor role clarity or inadequate support; and
- organisational change impacts.

Hansen encourages early reporting of concerns and will take reasonable steps to address identified risks and provide access to appropriate support in line with local laws and practices.

## Incident, Hazard and Near-Miss Reporting

All work-related incidents, injuries, illnesses, hazards, and near misses must be reported as soon as reasonably practicable. Immediate emergencies must be reported first to local emergency services and relevant site contacts.

Reports should be submitted through People Hub > Wellbeing and Safety > Incident Reporting. A report may also be made to a manager, local health and safety representative, or People & Culture, particularly where



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urgent action is needed or the online channel is unavailable. Local procedures may require additional reporting or regulator notification.

Hansen will triage reports, address immediate safety needs, investigate proportionately, identify corrective actions, and monitor completion. Information and lessons may be shared in de-identified form to prevent recurrence across relevant locations. Reporting in good faith will not result in retaliation.

## Injury Management & Return to Work

At Hansen our goal is to work in partnership with our personnel to reduce the impact of workplace injury and illness. To achieve this, unless local laws specify requirements, we will develop a local process which integrates personnel management practices including:

- Treatment;
- Rehabilitation;
- Case Management; and
- Risk Management.

Hansen will provide support from the onset of an injury and illness for the purposes of achieving a prompt and safe return to work in line with local laws and responsibilities.

Everybody will be treated with respect and dignity and is expected to participate in all matters relating to their injury. Due regard will always be held for the privacy and confidentiality of all personnel in this area.

- All workplace injuries, illnesses and incidents are to be reported to the immediate manager as soon as possible after the incident. The manager and HR will then support the personnel. All personnel are responsible for ensuring the timely completion of appropriate paperwork and documentation.
- Personnel are expected to cooperate reasonably in agreed return-to-work, rehabilitation or work-adjustment measures, subject to applicable law, medical advice, privacy requirements and the circumstances of the individual case.
- All personnel are responsible for maintaining awareness of the Health and Safety Policy and local procedures.
- Complete any relevant reports or forms immediately on notification of injury.
- Hansen will provide clear information and access to relevant experts in injury management, rehabilitation and personnel compensation in line with local laws.
- Assist rehabilitation coordinators, providers, medical providers, the injured personnel and our insurer to ensure effective return to work of injured personnel.
- Identify appropriate duties to allow satisfactory return to work.
- Hansen will maintain close personal contact with injured personnel where the circumstances allow.



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- Personnel may be required to participate in training and development programmes focusing on health management, injury management.
- Hansen will monitor job performance and progress of injured personnel and provide additional assistance as required.

## Health & Safety Training

Hansen will provide health and safety information and training appropriate to roles and responsibilities.

All personnel are expected to:

- participate in required health and safety training;
- apply training in day-to-day work; and
- seek clarification where health and safety expectations are unclear.

Additional training may be provided for leaders and managers with supervisory responsibilities.

## Use of Tools and Equipment

Personnel must not operate any equipment without relevant training and having achieved appropriate skills in use of the equipment.

Tools and equipment must only be used for the purpose the manufacturer intended, and in accordance with their instructions.

Equipment that is damaged must not be used until repaired. If a piece of machinery or equipment appears to be damaged, it should be reported.

Personnel must wear clothing appropriate for the work being performed.

## Office, Remote Work and Business Travel

Hansen's health and safety commitments extend beyond traditional worksites to reflect how our people actually work. This includes:

- supporting personnel to set up a safe and ergonomic home or remote working environment;
- providing ergonomic guidance and, where appropriate, workstation assessments to support the safe and correct set-up of desks, chairs, monitors, keyboards and other equipment in Hansen offices;
- managing the risks associated with prolonged screen-based work, including encouraging regular breaks and movement;



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- exercising a duty of care for personnel undertaking business travel, including access to appropriate travel risk information and emergency support; and
- identifying and managing the specific risks faced by personnel who work alone or at customer sites outside Hansen's direct control.

## Emergency Preparedness

Each Hansen location maintains emergency procedures appropriate to its operations, covering matters such as evacuation, medical emergencies, and business continuity. Personnel are responsible for familiarising themselves with the emergency procedures applicable to their workplace.

## Privacy and Confidentiality

Health and safety information, including injury, illness, and wellbeing data, will be managed in a confidential manner and handled in accordance with applicable privacy and data protection laws. Access will be limited to authorised people on a need-to-know basis.

## Policy Review

This policy will be reviewed periodically to ensure it remains effective, relevant, and aligned with business operations, legal requirements, and best practices.



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# Policy Review Log

| Version: | Date of review: | Description of changes made: | Approved by: |
|---|---|---|---|
| 1.0 | March 2024 | Initial Version of Global Policy, references from previous AUS policy. | Julia Chand, Global General Counsel & Company Secretary. |
| 2.0 | November 2026 | Added Governance and Accountability, Psychosocial Health & Wellbeing, Incident, Hazard and Near-Miss Reporting, Health & Safety Training, Office, Remote Work and Business Travel (including ergonomic guidance), Emergency Preparedness, and Privacy & Confidentiality sections. Expanded scope, definitions, principles, personnel responsibilities, and reporting requirements to align with contemporary health and safety standards and global operating practices. | Julia Chand, Global General Counsel & Company Secretary. |

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