



HEALTH, SAFETY & WELLBEING POLICY

September 2025



HEALTH, SAFETY & WELLBEING POLICY

Our Health and Safety vision:

At Boom Logistics, we are committed to ensuring that every employee goes home from work without injury or illness, and that their physical and mental wellbeing is actively supported. We recognise that promoting a safe, healthy, and supportive work environment is essential for the long-term success of our business and the wellbeing of our people.

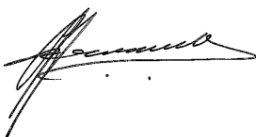
We believe:

- No business objective takes priority over health, safety, and wellbeing.
- All injuries and incidents are preventable with the right controls and behaviours in place.
- A safe and healthy workplace is the responsibility of every individual, not just management.
- Wellbeing, both physical and mental, is essential for a productive, engaged workforce.
- Compliance with health and safety regulations is the foundation, but we aim to go beyond to ensure best practice across all operations.

To achieve this we will:

- *Alignment with Standard:* Ensure our Health, Safety & Wellbeing Management System is fully aligned with AS/NZS ISO 45001, focusing on risk management, continuous improvement, and employee involvement.
- *Integrated Management System (IMS):* Maintain and continuously improve our IMS, which encompasses safety, health, and wellbeing, ensuring that risks are identified and managed effectively.
- *Wellbeing:* Provide a balanced approach that addresses both the physical safety and mental wellbeing of our employees. We will implement programs to support mental health and overall wellness.
- *Hazard and Risk:* Proactively identify hazards and eliminate or manage risks to as low as reasonably practicable. This includes physical risks and psychosocial hazards that may impact employee wellbeing.
- *Training and Competency:* Ensure that all employees and contractors receive appropriate training, instruction, and resources to fulfil their individual responsibilities and contribute to a safe workplace.
- *Consultation and Participation:* Engage with employees and contractors in the development and management of health, safety, and wellbeing initiatives. We will foster a culture where everyone has a voice in improving safety and promoting wellbeing.
- *Monitoring and Performance:* Set clear health, safety, and wellbeing objectives, track performance, and regularly review progress. We will use both leading and lagging indicators to measure the effectiveness of our initiatives and drive continuous improvement.
- *Incident Management:* Encourage reporting of all incidents and near misses to ensure that causes are identified, and corrective actions are implemented to prevent recurrence.
- *Supportive Return to Work:* Provide support for employees returning to work after injury or illness through tailored rehabilitation and wellbeing programs. We will ensure that employees are able to return to work safely and with appropriate adjustments if needed.
- *Regulatory Compliance:* Comply with all relevant health, safety, and wellbeing legislation, standards, and other requirements as a minimum, while striving for best practice in all aspects of our operations.

This policy was developed in consultation with management, supervisors and employees and will be reviewed again in September 2026.



Lester Fernandez
Chief Executive Officer (Interim)
September 2025

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OMP 1.1 Health	04/09/2025	2 of 2	11

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