



HEALTH & SAFETY POLICY

Policy Statement

Austal is committed to achieving Goal Zero, Zero Harm and Zero Waste.

To support this commitment, we will:

- Integrate health and safety into everything we do.
- Embed risk and opportunity management processes to enhance identification and assessment of hazards and opportunities, eliminate or reduce hazards and implement effective controls.
- Establish relevant and measurable objectives and targets across the business, supported by appropriate resources to enable continuous improvement in health and safety performance to actively reduce injury and illness and promote success and celebrate achievements.
- Foster a culture of safety that promotes physical and psychological health and wellbeing ensuring our people feel valued and supported.
- Implement assurance framework to ensure Health and Safety management system remains effective, current and operating as intended.
- Comply with, and where appropriate exceed all applicable laws, regulations and standards related to the health and safety of our people, our systems and our business activities.
- Promote active communication, consultation and participation of our people and stakeholders in health and safety matters.
- Manage injury and illness effectively to support safe and timely return to work.
- Ensure all personnel under the control of Austal, including suppliers are trained and competent in the role they are employed to do or undertake.

Purpose, Scope and Objective

Austal believes Health and Safety best practice and the management of business risks are fundamental to the success of the company.

Our beliefs that underpin our commitments are:

- All Health and Safety events are preventable.
- Health and Safety is everyone's responsibility.
- Our behaviour as leaders influences Health and Safety.
- Health and Safety in planning and operational activities is crucial.
- Learning and continuous improvement is vital.
- Anyone can stop an unsafe act.

This policy applies across Austal's businesses and people working for or under Austal's control.

Paddy Gregg
Chief Executive Officer
November 2025

