

CRTS Global Health and Safety Policy

This Occupational Health and Safety (OH&S) Policy applies to all activities undertaken by the organisation across all locations, projects, and operations under our control or influence, including employees, contractors, delivery partners, visitors, and other relevant interested parties. This includes routine and non-routine activities, temporary works, and interfaces with third parties and the public, where our activities may impact health and safety.

The organisation is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health. We will eliminate hazards and reduce occupational health and safety risks so far as is reasonably practicable (ALARP), by implementing effective risk management processes and applying the hierarchy of controls. We are committed to fulfilling all applicable legal and other requirements, including regulatory, contractual, and other interested party obligations. We will continually improve the effectiveness of our OH&S management system and our OH&S performance. OH&S is integral to our business strategy, decision-making, and operational planning, and is treated as a core organisational value.

Worker Consultation and Participation: We are committed to ensuring the consultation and participation of workers at all levels, and where applicable their representatives, in OH&S matters. This includes involvement in hazard identification, risk assessment, implementation of controls, incident reporting and investigation, and decision-making processes. The organisation will actively remove barriers and obstacles to consultation and participation.

Managing Risk: We will identify hazards and assess risks arising from our activities and implement controls in line with the hierarchy of controls, prioritising elimination, substitution, engineering and administrative controls before personal protective equipment (PPE). Risks will be reduced to as low as reasonably practicable and controls will be maintained and regularly reviewed. Changes to operations, processes, or organisation will be assessed and managed to ensure risks are controlled.

Implementation and Operation: We will provide appropriate information, instruction, training, supervision, and resources to ensure competence and safe working. Workplaces, plant, equipment, and systems of work will be maintained in a safe condition, and materials and substances handled safely. Suitable welfare facilities will be provided, and effective emergency preparedness and response arrangements established and maintained. The organisation will ensure that contractors, suppliers, and outsourced activities are effectively managed and controlled to meet OH&S requirements.

Performance and Improvement: We will establish, implement, and maintain measurable OH&S objectives at relevant functions and levels, and monitor, measure, analyse, and evaluate OH&S performance to drive continual improvement. Inspections, audits, and reviews will verify effectiveness. Incidents and non-conformities will be investigated to identify root causes, and corrective actions implemented to prevent recurrence.

Communication and Awareness: This policy will be communicated to all workers and made available to relevant interested parties, as appropriate, and supported by awareness activities to ensure understanding.

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Review and Governance: This policy is maintained as documented information and forms part of the organisation's OH&S management system. It is communicated to all workers and made available to relevant interested parties, as appropriate. This policy will be reviewed at planned intervals, and where significant changes occur, to ensure its continuing suitability, adequacy, and effectiveness.

Name: Bryan R Kirchmer
President

Signed:



Title: CRTS Global

Date: 30/03/2026

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