

Safety Policy (SP4)

To provide a safe and healthy workplace through effective management of risk, consultation, and continuous improvement in work health and safety.

Revision History

This Policy is reviewed every two years as part of our Management Review to ensure its continuing suitability and alignment with company objectives.

Issue	Date	By	Description
SP4	20/10/2025	MV	Initial release aligned to ISO 45001:2018

Executive Endorsement

EP4 Approved by:	
Name	Tristan Downs
Title	Director
Signature	
Date	21/10/2025
Version	SP4
Next review date	October 2028

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The electronic copy is the controlled version.
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Purpose & Scope

This Safety Policy defines HIGHLUX's commitment to maintaining a safe and healthy workplace for all employees, contractors, and visitors.

It applies to all work activities carried out by HIGHLUX Pty Ltd across Australia and supports compliance with the ISO 45001:2018 Occupational Health and Safety Management System standard and the Occupational Health and Safety Act 2004 (VIC).

Policy Statement

HIGHLUX is committed to providing and maintaining a safe and healthy work environment for all employees, contractors, and visitors.

Our goal is to eliminate or minimise the risk of injury, illness, and harm arising from our operations, while promoting a positive safety culture built on responsibility and shared accountability.

We will achieve this by:

- Complying with all applicable health and safety legislation, standards, and codes of practice.
- Identifying hazards, assessing risks, and implementing effective controls.
- Maintaining safe plant, equipment, and systems of work.
- Consulting and communicating with workers on matters that affect their health and safety.
- Providing appropriate training, supervision, and resources to enable safe work practices.
- Recording, investigating, and addressing all incidents, hazards, and near misses.
- Reviewing this Policy and our Safety Management System annually to ensure ongoing suitability and continual improvement.

Safety is everyone's responsibility. Every HIGHLUX employee and contractor is expected to take reasonable care for their own safety and the safety of others, and to actively participate in maintaining a safe working environment.