

Health Safety and Wellbeing Policy

Purpose & Commitment

Tilt Renewables¹ is dedicated to fostering a safety-first culture that extends to all aspects of our operations, prioritising the health and wellbeing of our employees, as well as contractors, visitors and the public as they interact with our organisation. We emphasise proactive hazard identification, continuous risk mitigation, and a safety focused environment that empowers everyone to contribute actively to their own safety and wellbeing.

Scope

This policy applies to all Tilt Renewables workers, including employees and contractors engaged to undertake on behalf of Tilt Renewables. It also applies to visitors and third-party stakeholders accessing Tilt Renewables sites.

Tilt Renewables Health Safety and Wellbeing Objectives

Tilt Renewables will, so far as reasonably practicable:

- **Empower all workers to challenge unsafe behaviours**, encouraging a culture that safety is everyone’s responsibility.
- **Ensure that an effective management framework** is in place for the identification of hazards and control of risks to eliminate or reduce health and safety risk exposure to all persons.
- **Comply with applicable legal obligations** and the Tilt Renewables health and safety management framework.
- **Drive continuous improvement** by seeing and reviewing measurable health, safety and wellbeing objectives and targets.
- **Actively consult with workers and key stakeholders** on health, safety and wellbeing matters.
- **Provide appropriate resources** to the business such that health and safety information, training, instruction, and supervision to employees is provided.
- **Follow appropriate contractor management processes** regarding the categorisation, pre-qualification, evaluation, onboarding, monitoring and overarching management of contractors working on behalf of Tilt Renewables.
- **Investigate incidents** (or supporting contractor incident investigation processes) and taking suitable action to reduce the risk of recurrence so far as is reasonably practicable.
- **Provide treatment and rehabilitation plans** that ensure a safe, early, and durable return to work.
- Have in place appropriate plans and procedures in the event of an emergency or a critical incident.

The risk management process for WHS risks and psychological hazards is undertaken in accordance with the [Risk Management Framework](#), and is supported by the principles outlined in the [Tilt Renewables Code of Conduct](#), which sets expectations for ethical behaviour, appropriate workplace conduct, and personal accountability.

¹ **Tilt Renewables** refers to PARF Company 1 Pty Ltd (ACN 613 789 692) and PARF Company 2 Pty Ltd (ACN 613 789 772) and their directly and indirectly controlled subsidiary entities.

Document name: Health, Safety and Wellbeing Policy	Authorised by: Board
Document No: N/A	Version 3.0
Issue date: December 2025	Review date: November 2027
Department: Health, Safety and Environment	Owner: Head of Health, Safety and Environment

Worker Expectations

Every worker undertaking any activity for Tilt Renewables is expected to share in the commitment to health and safety by:

- Taking reasonable care for their own and others health, safety and wellbeing and to stop any activity that is considered unsafe, including speaking up about physical and non physical risks and supporting a respectful, inclusive and psychologically safe workplace.
- Observing and complying with all safe work procedures, rules, and instructions.
- Reporting all near misses, incidents, injuries, and hazards to the appropriate person.
- Actively participating in and encouraging fellow workers to participate in health, safety and wellbeing improvement initiatives.

Governance and Review

The Board will be provided with regular updates regarding the health, safety and wellbeing performance of Tilt Renewables. The policy will also be reviewed following major incidents or significant regulatory changes.