

# Occupational Health and Safety Policy

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4DMedical Limited

Adopted by the Board on **12 June 2020** to come into effect upon admission of the Company on the Australian Securities Exchange.

Amended on **23 February 2024** by resolution of the Board.

## 1. Introduction

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- (a) This Occupational Health and Safety Policy (**Policy**) sets out the policy of 4DMedical Limited ACN 161 684 831 and its subsidiaries (collectively referred to as the **Company**) in relation to its commitment to provide safe and healthy working conditions for all of its employees and contractors and to the safe custody of visitors to its operations and premises.
- (b) In fulfilling this responsibility, the Company recognises the duty to provide and maintain, so far as is practicable, a working environment that is safe, without risk to health and with a focus on fairness and respect.
- (c) The board of directors of the Company (**Board**) regularly provides guidance on the Company's standards and practices.
- (d) The Company focuses equally on the physical work environment, its systems and the culture of its business.

## 2. Occupational Health and Safety Program

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- (a) The Company actively pursues its goals of maintaining an injury free working environment and supports endeavours to prevent injury and harm at work, both physically and emotionally, by emphasising fairness and respect among all employees.
- (b) The Company is committed to protecting and maintaining the health and safety of all its employees and any other stakeholders who may be affected by its operations.
- (c) The Company has developed a health and safety program that is integrated with our organisational activities.
- (d) All employees and managers have a responsibility to:
  - (i) work safely at all times;
  - (ii) adhere to all 4DMedical health and safety policies and procedures;
  - (iii) take reasonable care for their own health and safety; and
  - (iv) consider the health and safety of other people who may be affected by their actions or omissions.
- (e) The Company will take all reasonable and practicable steps to improve work safety conditions and will strive to reduce the frequency and severity of incidents, injuries and near misses.
- (f) The Company, through its occupational health and safety (OH&S) program, is committed to:
  - (i) complying with all health and safety laws, regulations and industry standards;
  - (ii) continually working towards maintaining the workplace and systems of work that are safe and without risk to physical or emotional health;

- (iii) ensuring continuous improvement by measuring, evaluating and reporting our OH&S performance progress;
  - (iv) setting targets to develop, implement and maintain safety standards and management systems;
  - (v) applying a systematic risk management approach to identify, assess, control and monitor OH&S risk;
  - (vi) consulting with employees and other stakeholders on OH&S issues, workplace changes, plant and equipment and workplace hazards to maintain and improve the safety of working environments;
  - (vii) providing appropriate facilities to protect the welfare of all employees and provide information, instruction, supervision and training in safe work practices;
  - (viii) ensuring all managers remain directly accountable for the health and safety of their employees and provide adequate resources to assist managers in this cause;
  - (ix) reporting and investigating work related incidents, injuries, illnesses and near misses and identifying and implementing corrective actions;
  - (x) being proactive and responsive to employee OH&S concerns;
  - (xi) assisting injured employees to remain at work and make an early, safe and sustainable return to work that reduces the impact of the injury on the employee and their families; and
  - (xii) supporting injured employees by implementing a system of workplace injury management and providing suitable duties for them during the recovery process.
- (g) The Company will implement and maintain these systems, inclusive of standards, policies and procedures. These systems will be monitored regularly to ensure their integrity and effectiveness.

### **3. Education and Training**

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- (a) To ensure that employees are aware of the importance of OH&S issues, the Company provides ongoing education and training to:
  - (i) involve employees in developing risk solutions;
  - (ii) ensure an awareness of workplace risks and hazards; and
  - (iii) facilitate discussion to identify new or emerging risks and hazards.
- (b) Safety is a shared responsibility between the Company and its employees. Every employee has a level of individual accountability for their own safety and that of their colleagues affected by their actions by adhering to the Company's safety systems and procedures at all times, being aware and respectful of other employees and reporting all workplace hazards and risks.

#### **4. Reporting**

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- (a) OH&S is a standing agenda at all board meetings.
- (b) An OH&S Board Report is prepared and disseminated to the board on a monthly basis.

#### **5. Review**

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This Policy will be reviewed every 2 years.