

AGL Health, Safety and Environment Policy

Vision

We are respected for the care and commitment we demonstrate in prioritising our Health, Safety and Environment (HSE) obligations, managing risk and protecting our people and the environment in which we operate.

Scope

This policy applies to all AGL employees and contractors, and to the products and services that we provide to our customers. Where we do not have direct control of a site or operation, we will work collaboratively with the other parties involved to achieve and maintain the standards described in this Policy.

Our Commitment

To conduct our business in a way that causes no harm to people and avoids or otherwise minimises impact on the environment.

To achieve this AGL aims to:

1. Understand and meet or exceed our legal and regulatory compliance obligations.
2. Establish and maintain appropriate HSE strategies, objectives, targets and programs that seek to prevent injuries, ill health and environmental harm while supporting achieving our desired business outcomes.
3. Create a safe and healthy working environment where everyone feels safe to speak up or intervene when they identify a risk or hazard or sees something inconsistent with our HSE Management Systems.
4. Provide a wide range of resources that improve the health and wellbeing of our employees.
5. Support employees who are injured at work to return to safe and sustainable work as soon as possible, and make reasonable adjustments, where appropriate, for injuries and illnesses.
6. Proactively take reasonably practicable measures to eliminate or minimise risks and hazards and manage and raise awareness of the risks and hazards that have potential to cause physical and/or psychosocial harm to people or risk of harm to the environment associated with our workplaces.
7. Consult and work collaboratively and transparently with our employees, nominated health and safety representatives, customers, contractors, partners and the communities in which we operate on HSE matters that impact them.
8. Integrate HSE requirements when designing, purchasing, supplying, manufacturing, installing constructing and modifying facilities, equipment, substances and systems for our customers and our own operations.
9. Continuously improve our policies, procedures processes, products, training and management systems by being inquisitive, monitoring industry leading practices capturing lessons from rigorous incident investigations and adapting to meet the changing risks of the business as we evolve.

This policy has been approved by the AGL Board and is reviewed regularly to ensure it remains effective.

A handwritten signature in black ink, appearing to read "Damien Nicks".

Damien Nicks

Chief Executive Officer and Managing Director

November 2025