

SAFETY, HEALTH & WELLBEING POLICY

Intermodal Group Pty Ltd (IMG) places the highest emphasis on workplace Safety, Health and Wellbeing. Nothing is permitted to come before the safety of our employees, contractors, visitors and the general public.

IMG's primary objective is to ensure, so far as is reasonably practicable, all employees, contractors, visitors and the public are not exposed to hazards that may cause personal harm and/or injury.

The Company provides the commitment that this key objective will be achieved through the constant improvement of safe working practices, effective risk management and control of hazards, safety awareness and commitment to safety on the part of each and every person involved in our business.

To achieve our objectives, IMG shall:

1. Foster a culture of positive safety within the organisation, where workers feel comfortable reporting issues and engaging in proactive health and safety practices where the only way to do the job is "the safe way".
2. Embed a risk management approach to provide a safe working environment for all employees, customers, contractors, suppliers and the community.
3. Ensure safe working practices and procedures are implemented and maintained.
4. Promote and ensure a mentally healthy workplace for all of our people, providing access to resources and programs to support mental health, including Employee Assistance Programs (EAP).
5. Provide adequate induction, training, instruction, supervision and resources to enable all staff members to meet all Safety, Health and Wellbeing obligations.
6. Ensure that there is ongoing consultation and communication with employees on safety and health issues.
7. Comply with all relevant WHS and Rail Legislation (WA/National)
8. Maintain its "Rail Safety" accreditation and comply with the requirements of Schedule 1 of the Rail Safety National Law (WA) Regulations 2024.
9. Continuously improve safety and health performance, by way of periodic review and audit of the Safety Management System and procedures.
10. Report all injuries, incidents, near misses and occurrences and thoroughly investigate causes and implement corrective action to prevent any re-occurrence
11. Set in place effective claims management systems and effectively rehabilitate injured workers.
12. Ensure all vehicles, plant, equipment and machinery are safe for use and maintained by approved service providers.

Adam Lebihan

Vice President – Intermodal Group

Safety, Health and Wellbeing policy

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