

Health and Safety Policy

(May 2026)

Purpose

At Echelon we value the wellbeing of employees, contractors and communities in which we operate.

We are fully committed to the provision of a safe and healthy environment for all employees, contractors and visitors to Echelon sites and to achieving our health and safety aspiration of “no one gets hurt” and “no incidents”.

We believe that achieving and maintaining good health and safety performance is critical to the success of our business.

Implementation

- Comply with all applicable laws, regulations and good practice industry standards and apply reasonable internal standards where regulatory legislative requirements and standards do not exist.
- Be constantly aware of our major accident and health risks and ensure the right systems, plans, actions and competent people are in place to manage the risks.
- Systematically identify, assess and manage risks and manage any workplace hazards to minimise the risks as far as reasonably practicable where they have the potential to cause an incident, injury or illness to people.
- Give health and safety highest priority over all our activities and be willing to stop or delay work where effective risk management controls are not in place.
- Set internal targets which drive us to continually improve our health and safety performance.
- Accurately report, record and learn from our incidents and near misses to continuously improve our processes, work practices and behaviours.
- Report on our health and safety performance openly and transparently.
- Engage contractors and suppliers who share our values and work with them to meet our health and safety expectations.
- Work with our joint venturers to raise the standards of health and safety across all Echelons business and the industry.
- Create and sustain a culture that empowers and rewards our employees to act in accordance with this policy.
- Promote the rehabilitation of injured employees consistent with medical advice.
- Engage with employees via regular HSE meetings and through the nominated health and safety representative.

Accountabilities

The CEO of Echelon is accountable to the Echelon Board of Directors for ensuring this policy is implemented, reviewed regularly and updated as required.

Responsibility for the application of this policy applies to all employees, contractors and joint venturers engaged in activities under Echelons operational control.

Employees are responsible for taking all reasonably practicable steps to avoid harm being caused to themselves or to others in the work place, including reporting any potentially hazardous situations, maintaining good housekeeping in all areas and complying with safe work practices and procedures.

Echelon managers are responsible for promoting the policy in non-operated joint ventures.



Andrew Jefferies
Chief Executive Officer