

## OH&S QUALITY & ENVIRONMENTAL POLICY

**XPower is committed to ensuring the health and safety of all employees in the workplace is protected. XPower recognises it's moral and legal responsibility to take all reasonably practicable steps to ensure that our work related activities are conducted with due regard to quality, health & safety and environmental issues, provide a positive culture and comply with appropriate legislative requirements.**

### It is the policy of XPower to:

- Provide a safe, healthy and environmentally friendly workplace.
- Eliminate hazards (both physical & psychological) and identify & manage the risks associated with our work.
- Work with our clients, authorities, contractors and suppliers to provide services that not only meet, but also exceed their needs and expectations.
- Develop long term relationships to ensure the best outcomes for our clients, authorities and our company.
- Deliver our jobs to clients with the highest standard of quality, on time, to requirements and on budget. **QUALITY IS OUR EDGE!**
- Commit to continual improvement of our Management System.
- Strive to continually improve our practices and accept the culture of reviewing what we have done, with the aim to improve the way we work.
- Always minimise the risk to the environment and human health from any of our work activities.
- Assist employees with the ability to remove themselves from work situations that they consider present an imminent and serious danger to their life or health, as well as the arrangements for protecting them from undue consequences for doing so.
- Continually seek ways to improve and/or prevent environmental issues.
- Comply with relevant authority, regulatory and statutory requirements.

### OH&S, Quality & Environmental Objectives

OBJECTIVE	TIMELINE	TARGET
Issues identified by the team have an incident report created	1 Day	100%
Each vehicle/plant has a preventative maintenance inspection by a member of the team once every six months	Annual	100%
Communicate and consult in toolbox, team meetings and on-site focusing on preventing OH&S, Quality & Environmental issues (eg: avoiding injury, re-work, spills, and reminder to use the incident report)	Monthly	100%

XPower will engage in regular/direct consultation with all employees and their representatives (if applicable) in relation to OH&S, quality and environmental matters. We will provide the necessary resources and commitment to ensure our policies and procedures are met, understood and applied. Employees have a responsibility to adopt a positive attitude to OH&S, quality and environmental matters and work within our policies and procedures.

Further more all members of the work force employed throughout our company's projects should acknowledge their responsibility for health, safety and welfare in conjunction with this policy.

XPower regularly donates to Greenfleet – Greenfleet is a not-for-profit environmental organisation whose mission is to create a low carbon future for Australia. Greenfleet establishes biodiverse native forests across Australia, which captures emissions as they grow, and which also help restore habitat and generate resilience to climate change in the landscape.

This policy will be regularly reviewed in the context of legislative and company changes.



**Signed:**

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Director

**Date:**

01.12.2023