

## HEALTH, SAFETY AND WELLBEING POLICY

Livingstone is committed to the provision of a safe and healthy working environment and to provide our employees with health monitoring to promote their wellbeing. Livingstone recognises that our people are our most valuable asset and as such we provide them with a safe and productive environment, and work to eliminate hazards and control risks. Livingstone will provide education, awareness, and training to provide a positive reporting culture based on the premise that all incidents are preventable.

Livingstone have developed and implemented a Health, Safety and Wellness Management System aimed at establishing and maintaining a consistently high standard of performance. This will serve to ensure Livingstone meets its obligations under the relevant health and safety legislation to protect our employees, contractors and public from harm.

The success of the Health, Safety and Wellbeing Policy will only be achieved by the active participation of all workers.

Livingstone will achieve the purpose and aim of our policy by:

- Encouraging management and staff to actively participate and work together on health, safety, and wellbeing matters, including training and monitoring compliance with our policies.
- Complying with all relevant legal and statutory legislation, regulations, codes of practice and safe operating procedures when planning, implementing, and maintaining our health, safety, and wellbeing systems.
- Establishing safety and wellness rules, policies, and procedures which all employees, contractors and visitors will be required to adhere to.
- Reporting, recording, and investigating all accidents and near misses promptly in order to undertake corrective actions as soon as possible.
- Ensuring all unsafe actions and conditions are corrected immediately to prevent future harm.
- Work to eliminate hazards and control risks, and identify opportunities for improvement, for the prevention of work related injury and ill health.
- Continually monitoring health, safety and wellbeing compliance and performance.
- Encouraging and supporting active employee participation in the Health, Safety and Wellbeing Committee to promote these practices throughout the company.
- Providing a rehabilitation and return to work plan to support any injured employee to safely return to work at the earliest possible time.

Management will:

- Consult, lead and always show commitment to health, safety, and wellbeing.
- Set objectives for health, safety and wellbeing
- Undertake education and training on a regular basis.
- Ensure appropriate financial and labour resources are allocated to maintain a consistently high standard of safety and wellbeing performance and will support continuous improvement.

Livingstone will ensure that every employee is made aware of this policy, and it shall be displayed in all Livingstone workplaces.



---

Signed by CEO  
Kieran Nally  
July 2024