

WORK, HEALTH & SAFETY POLICY STATEMENT

Laserbond is a leader in the research, design and development of advanced surface engineering technologies and innovations that tangibly reduce unit operating costs, and impact on the environment, by extending the wear and operational life of production-vital equipment.

We are committed to providing safe and healthy workplaces in all of our sites. We aspire to cause Zero Harm in everything we do and firmly believe that no job is so urgent that we cannot take the time to do it safely. Safety is not something we just talk about; we own it and live it through our decisions and actions.

This policy applies to all Laserbond workplaces, activities, and people under our management or control, including employees, contractors, customers, and visitors.

Laserbond's leadership is personally committed to:

- Promoting this policy, ensuring its objectives are established and aligned with the strategic direction of the business.
- Integrating our safety management system into our decision-making processes.
- Allocating resources to support our Work Health and Safety Management System.
- Fostering a culture that promotes active reporting of hazards, risks, and opportunities.
- Ensuring effective consultation and participation of our workforce.
- Providing and maintaining safe systems of work, and ensuring workers are competent, trained, and supported to perform their duties safely.

All managers and supervisors are accountable for implementing Laserbond's safety management systems within their areas. Every worker has a duty to take reasonable care for their own safety and that of others and to report hazards and incidents promptly

Hazard identification and risk control are integral to our operations. We use a systems-based approach to identify hazards, assess potential impacts, and implement controls to eliminate or minimise risks. We operate in compliance with the Work Health and Safety Legislation and Regulations applicable to the jurisdictions in which we operate.

We continuously review and improve the effectiveness of our risk management processes. We empower our workforce with the right tools, training, and knowledge to contribute meaningfully to our goal of Zero Harm.

We encourage open communication and shared accountability for safety, ensuring that every person feels confident speaking up about hazards, risks, and improvement opportunities.

We look beyond physical safety and are committed to the overall wellbeing of our teams and individuals. We recognise and manage work-related psychosocial hazards by designing safe work systems, promoting respectful behaviours, and supporting early intervention for stress, fatigue, and interpersonal conflict.

Laserbond is a values driven organisation working tirelessly towards Zero Harm within a culture that is safe, supportive, and sustainable.