

Title: **Work Health and Safety Policy**

**Responsibility:**  
Executive Management

**Effective Date:**  
19/09/2023

**Issue:**  
14

## OVERVIEW

Codan Limited, as a designer, manufacturer, and distributor of a diversified range of high value-added electronics products, aspires to a vision of zero harm to the health and safety of all persons in all areas of the business, including the environment during the manufacturing, distribution, use and disposal of our products.

To achieve our vision, we will maintain an effective Work Health, Safety Management System that is integral to our business processes.

## POLICY

The system will ensure we:

- Identify, assess, and manage risks to employees, contractors, and visitors.
- We are committed to consultation and participation of our workers or their representatives.
- Include a commitment to comply with applicable legal requirements and with other requirements to which Codan Limited subscribes.
- Provide the necessary resources to meet and monitor the WHS objectives and targets.
- Foster the welfare and development of our employees.
- Develop corporate policies, operating procedures, forms, and the required training to assist each business unit to develop:
  - Safe places of work,
  - Safe plant, equipment, and systems of work, and
  - Safe people at work.
- Continually review our performance and reassess our goals.
- Are committed to the continual improvement in WHS management system and performance.
- We are committed to eliminate hazards and reduce WHS risks.
- Communicate the WHS system to all persons working under control of the company with intent that they are made aware of their individual WHS obligations.
- Make this Policy readily available to any interested party if requested and via our Company Intranet.

We will be successful when our vision becomes reality and when our performance is recognised by existing and potential employees and relevant government authorities.

Codan Limited shall review this policy annually to ensure it remains relevant to all stakeholders.

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