Health & Safety Policy

Interactive Pty Ltd and its subsidiaries (Interactive) is a leading provider of Cloud, Cyber and Systems services. Interactive's purpose is to keep technology human, its vision is to be our customer's trusted technology partner, and this is achieved through our mission to provide exceptional service delivery through our dedicated team. To protect the organisation and support its vision as a trusted technology partner, Interactive has established and maintains an efficient and effective Health and Safety Management Systems (HSMS). The HSMS is integrated into all parts of our operations. It has been implemented to be appropriate to the purpose, size and context of the organisation for the prevention of work-related injuries and illnesses.

Our framework for establishing the HSMS is based on the ISO 45001 Occupational Health and Safety Management Systems standard. We aim to comply and apply continual improvement to the management systems in the following ways:

- **Culture:** Our policy serves as our commitment to fostering a positive safety culture, managing risks effectively and implementing a robust health and safety management system as our foundation framework. This means, prioritising the health, safety and wellbeing of our people. This commitment extends to our visitors, customers and those who collaborate with us as part of our activities. Everyday, we place our people's physical and mental wellbeing at the core of our actions.

- **Risk Management:** We are committed to the elimination of health and safety hazards and risk as far as reasonably practicable. We regularly identify and assess health and safety hazards, risks and opportunities associated with our operational activities. This encompasses the review and implementation of effective controls to eliminate or minimise these risks.

- **Compliance:** We are committed to complying with all relevant health and safety laws, regulations, and other requirements including standards applicable to our operations. We regularly review and update our processes to ensure continued compliance.

- **Consultation:** We are committed to actively engaging our people and their representatives in all matters relating to health and safety, including consultation on risk assessments, the development of safe work procedures and the review of the HSMS. Consultation ensures active participation in the decision-making and promotes a culture of shared responsibility.

- **Training:** We are committed to providing appropriate training and resources to ensure that our people possess the necessary skills and knowledge to perform work safely. This includes ongoing development and awareness programs to enhance the skills and knowledge necessary for maintaining a safe working environment.

- **Managing incidents:** We encourage the reporting of all incidents, near misses and hazardous conditions. We investigating incidents promptly, including root cause identification, to implement effective controls to prevent recurrence. Lessons learned from incidents are used to improve our HSMS.

- **Emergency Response:** We are committed to developing and implementing procedures for responding effectively to emergencies ensuring the well-being of everyone visiting our sites.

- Regular drills and training is conducted to ensure our people are familiar with emergency procedures and can respond effectively. Emergency response plans and procedures are communicated and regularly reviewed.
- **Performance Measurement:** We are committed to maintaining processes for monitoring, measuring and evaluating our health and safety performance. This includes regular management reviews to assess the effectiveness of the HSMS and identifying areas for improvement.
- **Continuous Improvement:** We are committed to the continual improvement of our HSMS. This involves regularly reviewing policies and procedures, monitoring performance on health and safety objectives, learning from incidents and near misses and implementing corrective actions to enhance our overall safety performance.

This policy is updated annually and is communicated and made available to interested parties including our employees, customers, suppliers, vendors and partners.

Scope

This policy is applicable to anyone who performs work at, or, for Interactive, in any capacity. This includes, but is not limited to, employees, contractors, subcontractors, visitors, and customers.

HSMS Objectives

Our health and safety objectives are to prevent injury and ill health and therefore reduce risk across our operations, comply with legislation, consult with our staff on health and safety changes, the elimination of hazards associated with our operations, so far as reasonably practicable and to ensure that our board is kept informed of our risk and compliance activities. We review our H&S objectives and targets to continually improve our performance. These objectives are measured, monitored, and communicated throughout the organisation.

Interactive's Responsibility

Interactive's management will exercise due care and take reasonable measures to ensure they:
- stay up to date with the latest knowledge on work health and safety matters.
- identify and seek to eliminate or mitigate health and safety hazards and risks through implementation of controls.
- establish appropriate processes to receive and consider information about work-related incidents, hazards, and risks and respond in a timely manner.
- ensure team members have access to, and makes use of, the appropriate resources and processes to minimize risk to their health and safety.
- verify the provision and use of relevant resources and processes.
- implement processes to comply with their duties and obligations, such as reporting notifiable incidents, consulting with workers, complying with notices, providing appropriate training and instruction.

Worker's Responsibilities

All individuals performing work at or for Interactive, in any capacity, are responsible for:

- taking reasonable care of their own health and safety, as well as that of others who may be affected by their actions or omissions.

- complying with reasonable instructions given by Interactive to ensure compliance with health and safety laws and regulations.

- adhering to relevant Interactive policies and procedures related to health and safety.

- promptly identifying and reporting any hazards or risks to their Health and Safety representative or Manager that may potentially affect the health and safety of themselves or others in the workplace.

Brendan Fleiter
Chief Executive Officer

Document History & Approval

Date	Description	Author	Approver/s
21 March 2024	Updated to align with ISO 45001	Merylee Crockett, Chief People Officer	Brendan Fleiter, Chief Executive Officer