

## Health, Safety, Environment and Quality Policy

Pacific Blue's Purpose is "Inspire and empower a clean energy future" and our Mission is to "Leave the world a better place". Quality is at the heart of our business and provides the foundation on which we will achieve our purpose whilst continuing to keep people healthy and safe and minimise our impact on the environment.

We are committed to:

- Providing safe and healthy working conditions for the prevention of work-related injury and ill health by eliminating hazards and reducing occupational health and safety risks.
- Providing a net benefit to our planet by preventing pollution and producing renewable energy with minimal impact on biodiversity, natural resources and our climate.
- Exceeding our stakeholder requirements and expectations by maintaining world-class quality in our operational assets and construction projects

We will achieve these by:

- Implementing and maintaining a business management system which incorporates the requirements of ISO 45001 (Occupational Health & Safety Management), ISO 14001 (Environmental Management) and ISO 9001 (Quality Management).
- Defining leadership strategies that allow the development and continuity of the business management system, maintaining commitments with the quality of the service, the protection of the environment and the prevention of injury or illness at work.
- Establish health, safety, environment and quality objectives in alignment with business strategic directions and goals.
- Integrate processes and procedures at all functional levels of the business.
- Measure and evaluate the health, safety, environment and quality performance, through regular reviews throughout all levels of the business.
- Develop and implement safe systems of work via an effective health, safety, environment and quality management system.
- Strengthen ways of participation and consultation on health, safety, environment and quality issues with our workers, contractors, customers and stakeholders, to identify weaknesses and opportunities for the continuous improvement of our management system.
- Provide a risk management framework for assessing, identifying and reducing the risks associated with service quality and work activities that have the potential to impact the environment and cause injury or illness.
- Ensure everyone (including visitors and contractors) understands and complies with relevant health, safety, environment and quality legislation, standards, policies, procedures, and other requirements whilst engaging with Pacific Blue.

The Chief Executive Officer and Management of the Company are responsible for ensuring that the health, safety, environment and quality objectives are met, and this policy is implemented. Staff are required to actively participate in the implementation of this policy.

A handwritten signature in blue ink, appearing to read "Domenic Capomolla".

Domenic Capomolla

Chief Executive Officer Release Date: 01/04/2023 / AU-1000-HSW-POL-00003