

WORKPLACE HEALTH & SAFETY (WHS) POLICY

Australia and New Zealand Transplant and Cellular Therapies Ltd ("ANZTCT") is committed to providing a safe and healthy workplace, safe working methods, and the provision of safe equipment. It is of fundamental importance that our workplace is a safe environment for members of staff, visitors and members of the public.

This policy applies to all staff, including: managers and supervisors; temporary and permanent employees (whether full-time, part-time or casual); student placements, apprentices, contractors, sub-contractors and volunteers.

This policy sets out the responsibilities of ANZTCT and members of staff with the aim that together we can keep the workplace safe and productive.

In so far as this policy imposes any obligations on ANZTCT (ie those additional to those set out under legislation), those obligations are not contractual and do not give rise to any contractual rights. To the extent that this policy describes benefits and entitlements for employees (ie those additional to those set out under legislation), they are discretionary in nature and are also not intended to be contractual. The terms and conditions of employment that are intended to be contractual are set in an employee's written employment contract.

ANZTCT may unilaterally introduce, vary, remove or replace this policy at any time.

COMPANY'S RESPONSIBILITIES

ANZTCT is committed to:

- Integrating workplace health and safety into all aspects of its operations;
- Identifying hazards, assessing risk and implementing control strategies to minimise risk of injury to people and property;
- Ensuring that relevant health and safety laws that apply to working conditions and the work environment are observed and enforced;
- Developing, implementing and monitoring safe systems of work;
- Providing adequate safety information, training and supervision;
- Purchasing, installing and maintaining adequate safety equipment;

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- Ensuring that the workplace under its control is as far as reasonably practicable safe and without undue risks to any person's health;
- Ensuring in so far as reasonably practicable that the behaviour of all persons in the workplace does not cause undue risk to the health and safety of themselves and of others;
- Remedying all problems and issues relating to workplace health and safety that arise;
- Consulting with workers and other parties to address safety issues and improve decision making on workplace health and safety matters; and
- Supporting and assisting workers in effective injury management and rehabilitation.

STAFF'S RESPONSIBILITIES

All members of staff are required to:

- Adhere to safe work practices, instructions and rules;
- Ensure they are not under the influence of alcohol, drugs or medication of any kind where doing so could adversely affect their ability to perform their duties safely or efficiently;
- Ensure they only perform work when they are fit to do so (including not being ill, injured or fatigued);
- Use and maintain any required Personal Protective Equipment;
- Immediately report any accident or "near miss" to the Company;
- Immediately report any unsafe work condition or equipment to the Company;
- Report any injuries sustained whilst working to the Company and seek appropriate first aid;
- Advise the Company, as soon as practicable, of any symptoms that may lead to adverse health issues arising from prolonged and/or repetitive work activities;
- Not misuse, damage, refuse to use, or interfere with any equipment or other materials provided in the interest of workplace health and safety;
- Perform all work duties in a manner which ensures their own health and safety and the health and safety of all other people in the workplace;
- Encourage fellow staff members to create and maintain a safe and healthy work environment;
- Co-operate with managers and co-workers in exercising their health and safety responsibilities; and
- Co-operate with any health and safety initiative, inspection or investigation introduced.

COMMUNICATION AND CONSULTATION

We recognise that employee consultation and participation in our safety system is vital and improves decision-making about health and safety matters in the workplace. Consultation is also included in the process of risk assessments and the development of our safe work practices.

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Members of staff will be actively involved in the workplace safety system. Suggestions for change and improvements to policies, procedures or safe work practices are encouraged, through reporting to management. Meetings to consult and inform employees on safety issues shall be conducted through staff meetings, as regularly as is necessary.

Members of staff will be made aware of safety issues relating to their jobs on a regular basis. The manner of doing so will vary depending upon the type of information to be conveyed.

We expect all members of staff to be committed to working with management in order to effectively manage health and safety on the job. Staff are encouraged to contribute to decisions that may affect their health and safety in the workplace, through contact with management and at staff meetings.

WORKPLACE INJURIES – REHABILITATION AND RETURN TO WORK

ANZTCT is proactive in its approach to injury management and places strong emphasis on the safe, timely and sustainable return to work program for injured or ill workers.

We are committed to:

- Prompt injury notification;
- Communication and consultation with all parties to develop an appropriate return to work program;
- Accountability and responsibility for injury management being clearly understood;
- Provision of suitable meaningful activities during the return to work process; and
- Dispute resolution as required.

ANZTCT will ensure the following positive approach in meeting these objectives, including:

- Early reporting of injuries;
- Appropriate and timely medical intervention and return to work planning;
- Provision of suitable resources and productive duties for the injured worker;
- Positive support and encouragement during the rehabilitation process; and
- Review of incidents and accidents to seek preventive measures and continuous improvement.

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