

# Health, Safety and Welfare Policy

## Statement

AFI – Rentals is committed to providing a safe and healthy working environment for all employees, contractors, visitors, and other stakeholders. We recognise our responsibility to prevent work-related injury and ill health and are committed to continual improvement of our occupational health and safety (OH&S) management system:

- **Compliance:** We will comply with all applicable health and safety laws, regulations, standards, and other requirements to which we subscribe, including those related to ISO 45001:2018.
- **Risk Management:** We will systematically identify hazards, assess risks, and implement appropriate controls to eliminate or reduce OH&S risks associated with our operations and services.
- **Injury Prevention and Ill Health Mitigation:** We are committed to preventing work-related injuries, illnesses, and incidents by maintaining a proactive safety culture and adopting best practices for workplace safety.
- **Employee Involvement and Consultation:** We will actively engage and consult with employees on OH&S matters, ensuring their participation in decision-making and safety initiatives. Every employee is empowered and encouraged to report hazards and take responsibility for their own safety and that of others.
- **Safe Work Practices and Training:** We will provide appropriate health and safety training to employees at all levels to ensure they are competent in their roles. Safe work practices, procedures, and instructions will be established and maintained to promote a safety-first culture.
- **Incident Reporting and Investigation:** We will establish a robust incident reporting and investigation process to identify the root causes of accidents and near-misses, and implement corrective actions to prevent recurrence.
- **Emergency Preparedness and Response:** We will develop and maintain emergency plans and response procedures to ensure prompt and effective action in the event of an emergency, safeguarding the health and safety of all stakeholders.

- **Continuous Improvement:** We are committed to the continual improvement of our OH&S management system. We will set measurable health and safety objectives and regularly review and update our policies, procedures, and performance to enhance our OH&S outcomes.
- **Contractor and Supplier Management:** We will ensure that all contractors, suppliers, and third-party personnel working on behalf of the company are aware of and adhere to our health and safety standards.
- **Well-being and Mental Health:** We are dedicated to promoting overall employee well-being, including mental health support and stress management, as part of our holistic approach to occupational health and safety.

This policy will be regularly reviewed to ensure its continued relevance and effectiveness, it will be communicated to all employees, contractors, visitors, and other interested parties on request.

Signed:



Nick Higgins – Group Chief Operating Officer  
November 2025