

Work Health & Safety Policy

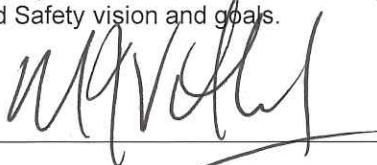
Coates is part of Seven Group Holdings (ASX:SGH), and is Australia's leading equipment hire and solutions provider, operating across a range of markets including engineering, mining and resources, infrastructure, manufacturing, construction, agriculture and major events. With a national footprint of over 150 branches and more than one million pieces of equipment, we employ over 2000 highly skilled employees and contractors.

Coates operate across a range of markets including engineering, mining and resources, infrastructure, manufacturing, construction, agriculture, and major events. This includes end-to-end solutions for temporary works, traffic management, water management, industrial shutdowns, maintenance, training services and events.

Coates is committed to the provision and maintenance of a working environment where the health, safety and welfare of our employees, contractors, labour hire employees, visitors and members of the public who may be impacted by our work is paramount. At Coates this is known as "Safety First".

To achieve our vision to be the market leader in health and safety, we will:

- Comply with all applicable health and safety laws and seek to align our practices to international health and safety standards.
- Clearly define our expected health, safety, and wellbeing responsibilities, accountabilities, and authorities for all of our officers, managers, employees, other workers, suppliers and contractors and ensure that they are held accountable for health and safety performance.
- Establish measurable objectives and targets for health and safety to ensure continual improvement aimed at elimination of work-related injury and illness.
- Incorporate opportunities to continually improve our health and safety performance into our strategic planning. Our Executive Leadership team, supported by all our Business Units, will identify and support the implementation and review of initiatives to achieve our health and safety objectives.
- Protect and preserve the health and safety of our people by providing information, instruction, training and supervision as may be necessary to ensure all workers can safely and competently carry out their work.
- Work responsibly and embed a risk management process of consistency through pro-actively managing WHS risks through the identification of hazards, risk assessment and elimination of those hazards through a corrective action process in line with the nature of workplace activities and the scale of WHS risks.
- Establish effective consultation processes to ensure all employees, and other workers can participate in decision-making processes impacting on workplace health and safety.
- Ensuring continuous improvement of health and safety processes and activities through regular information sharing and consultation with Coates work groups, our interested parties, regulators, industry experts and other key stakeholders.
- Continue to develop innovative solutions that are designed to meet the future needs of our customers and employees and improve safety outcomes.
- Continue to live by our core values of Care Deeply, Be our Best, Customer Focused and One Team to achieve our Health and Safety vision and goals.

A handwritten signature in black ink, appearing to read "Murray Vitlich", is written over a horizontal line.

Approved by: Murray Vitlich - CEO

Endorsed by: Coates Executive Leadership Team

Date: 6th March 2023