

OCCUPATIONAL HEALTH & SAFETY POLICY

May 2023

At **Lumineye Pty Ltd**, we hold the well-being of our employees and stakeholders as our utmost priority. We are unwavering in our commitment to providing a safe and healthy workplace, where individuals can thrive without compromising their personal safety or health. In the year 2023, we go beyond legal obligations, embracing a caring and unique approach to occupational health and safety.

Continuous Improvement for Staff Safety We understand that ensuring staff safety requires ongoing dedication and improvement. At Lumineye, we prioritise the constant refinement of procedures, always seeking innovative ways to enhance safety measures. With meticulous care, we strive to create an environment where employees can work with peace of mind, knowing that their well-being is our highest concern.

Compliance and Best Practices In our pursuit of a safe workplace, we adhere to relevant state legislation and embrace established practices, including Australian Standards. By aligning ourselves with industry-leading guidelines, we set the stage for a culture of safety and well-being that surpasses expectations.

Guidance and Training We believe that knowledge is power, and we empower our employees and stakeholders through comprehensive guidance and training. We provide resources that enable them to identify, assess and control workplace hazards effectively. Through education, we equip our team with the tools they need to actively participate in maintaining a safe and healthy environment.

Meaningful Consultation and Collaboration Recognising that effective risk management relies on the commitment and cooperation of all individuals, we foster a culture of meaningful consultation and collaboration. We value the unique insights and perspectives of our employees, empowering them to contribute to decisions that directly impact their health, safety and well-being in the workplace.

Shared Responsibility We firmly believe that everyone has a role to play in creating a safe working environment. We expect all employees and stakeholders to adhere to our occupational health and safety policies, procedures and guidelines. By conducting themselves in a safe manner, they actively contribute to maintaining a workplace where risks are minimised, ensuring the safety of themselves

and others. Team members are entrusted with the responsibility of safeguarding the health and safety of volunteers and contractors working under their direction.

A Safe Haven for All We recognise our responsibility to provide a safe and healthy environment not only for our employees but also for visitors and members of the public who enter Lumineye premises or are affected by our activities. In line with our commitment, we hold contractors working on our premises to the same high standards, expecting them to conduct their activities in a manner that prioritises the safety, health and welfare of all individuals.

At Lumineye, we are driven by a strong commitment to occupational health and safety. Our dedication goes beyond compliance; we strive to foster a culture where safety is ingrained in every action, decision and interaction. By nurturing a caring and unique approach to staff well-being, we create a workplace where individuals can thrive and excel, confident in the knowledge that their safety is of paramount importance.

Victor Arutjunow

CEO