

EMERGENCY POLICY

ARA Group Limited ABN 47 074 886 561 and its related corporate entities in Australia and New Zealand (collectively **ARA Group**) are dedicated to ensuring the work health and safety of all employees (**Employees**). This Emergency Policy (**Policy**) sets out how ARA Group prepares for emergency situations.

1 Definitions

“**WHS Legislation**” refers to the applicable legislation, regulations and rules setting out the obligations of ARA Group with respect to the health and safety of its Employees, including:

- (a) *Work Health and Safety Act 2011 (ACT)*;
- (b) *Work Health and Safety Act 2011 (Cth)*;
- (c) *Work Health and Safety Act 2011 (NSW)*;
- (d) *Work Health and Safety (National Uniform Legislation) Act 2011 (NT)*;
- (e) *Work Health and Safety Act 2011 (QLD)*;
- (f) *Work Health and Safety Act 2012 (SA)*;
- (g) *Work Health and Safety Act 2012 (TAS)*;
- (h) *Occupational Health and Safety Act 2004 (VIC)*;
- (i) *Work Health and Safety Act 2020 (WA)*; and
- (j) *Health and Safety at Work Act 2015 (NZ)*.

2 Implementation

ARA Group’s managerial staff, including but not limited to managers and supervisors, bear responsibility for implementing this Policy as an integral part of their accountabilities. Appropriate support and resources will be provided to Employees by ARA Group and its managerial staff.

3 Emergency procedure

In accordance with applicable WHS Legislation, ARA Group has adopted an ‘Emergency Procedure’ which sets out safety measures to apply in emergencies. This Policy is to be read in conjunction with the ARA Group Emergency Procedure.

4 Emergency preparation

To ensure that Employees are at all times prepared for an emergency and are aware of how to safely respond to such circumstances, ARA Group:

- (a) implements emergency training to Employees during company inductions;
- (b) integrates preparation for emergencies in business projects;
- (c) implements strategies to minimise potential emergencies by way of risk management;
- (d) monitors and reviews its Emergency Procedure from time to time to ensure the Emergency Procedure is up to date and effective;
- (e) provides specific ongoing information, instructions and training for Employees designated in roles of responsibility in relation to emergency situations;
- (f) requires Employees to comply with WHS Legislation; and
- (g) continuously implements strategies to improve ARA Group’s response to emergencies.



Edward Federman
Chief Executive Officer

21 January 2026

Date