

Occupational Health and Safety Policy

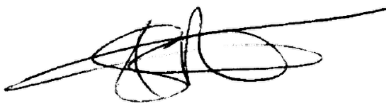
The Board and Management of XLam are committed to providing leadership in the identification, assessment and control of health and safety risks that could harm any of our workers or other people in or around our workplaces. This includes preventing ill health and injuries associated with psychosocial risks.

Health, safety, and wellbeing of our people and creating a positive safety culture across the XLam group is a fundamental business objective and a core part of everything we do. Compliance with the law is a given.

In demonstrating this commitment, we will:

- Consider health and safety at the earliest stage in the design, procurement and planning of all our work activities and adopt a systematic approach that supports achievement of our strategic objectives.
- Work collaboratively with our supply chain partners, workers and others who are directly impacted by the decisions we make.
- In particular ensure that worker engagement, participation and representation is an abiding feature of our approach and encourage consultation and participation of employees and representatives in establishing our occupational safety and health systems.
- Apply industry best practice to control our risks in accordance with the hierarchy of control, ensuring the respective roles and responsibilities of Xlam and our supply chain partners are clearly understood.
- Provide and maintain a safe work environment, and ensure we have the capacity and capability to succeed through developing skills and competencies, providing and maintaining equipment that is fit for purpose and having user friendly systems and processes.
- Actively encourage reporting of incidents, near misses and unplanned events, ensuring we use them as a learning opportunity and implementing corrective measures across our business.
- Establish and maintain systems to ensure the health of workers and the conditions at the workplace are monitored to prevent all illnesses including those associated with psychosocial mental health risks..

We are also committed to making Xlam a great place to work and will hold ourselves to account through open, honest dialogue and internal and external assurance activities and provide forums for ongoing continuous improvement of our occupational health and safety systems.

A handwritten signature in black ink, appearing to read 'Shane Robertson', with a long horizontal stroke extending to the right.

Shane Robertson
General Manager - XLam