

# Health & Safety Policy

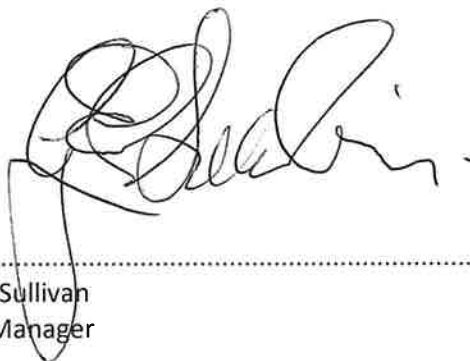
Hiko Power Engineering Ltd (Hiko) is dedicated to fostering and upholding a safe, healthy, and smoke-vape-free work environment across all areas of its operations and workplaces.

We are committed to ensuring that everyone actively contributes to achieving the highest standards of health and safety, through induction to safety protocols and integrating health and safety practices into daily operations. Prompt reporting of any hazards, unsafe behaviours, or incidents are shared responsibilities, so that we only work in safe, continuously improving, conditions.

We are committed to ensuring that:

- Procedures for identifying and controlling hazards are applied to prevent injury
- We are actively involved in regular consultation and participation regarding risks with workers
- All equipment is kept in good working condition, with any faults or defects reported and addressed promptly
- We receive clear instructions and sufficient training to perform our duties safely and competently
- Personal protective equipment (PPE) is provided where necessary, and its correct and safe use is promoted and supported
- Reasonable steps are taken to protect the safety of our customers, contractors, and visitors while on our premises
- Our activities comply with relevant health and safety legislation and regulations
- Everyone understands their role in our emergency response plans
- We follow guidelines during any pandemic or health crisis, including while travelling for work
- Those of us who drive in our roles follow safe driving practices, applicable traffic laws and our fatigue management guide
- External smoke-vape areas are available when needed

This policy applies to all Hiko workers and should be read in conjunction with relevant Standard Operating Procedures in Hiko's Controlled Document Register.



Geoffrey Sullivan  
General Manager

30 May 25

Date

