

# HEALTH, SAFETY & ENVIRONMENT POLICY

At Matrix we believe that preventing adverse effects to health, safety, and the environment (HSE) is fundamental. It is our core and collective responsibility. Our Company performance is shaped by our HSE performance.

The health and safety of our employees, contractors, customers, and visitors comes first at Matrix, and the Company is committed to providing a workplace that does not compromise the welfare of any individual. Matrix is dedicated to continually improving our business performance and conducting our operations in a safe and environmentally responsible manner.

Collectively, we will achieve this by:

- Meeting applicable statutory, regulatory, and other compliance and reporting requirements.
- Maintaining accreditation with ISO 45001 and setting ISO 14001 as our management system benchmark.
- Identify, effectively control, monitor, and ensure awareness of risks that could harm people and the environment.
- Ensuring Key Performance Indicators (KPIs) are:
  - set to ensure continuous improvement,
  - communicated throughout the business, and
  - achieved through systematic approaches to HSE risk management.
- Provide supporting resources, facilities, equipment, and training.
- Promoting and fostering a workplace culture through the active participation in consultation and communication, where all stakeholders of the business understand their HSE obligations and are confident to voice their concerns or stop work.
- Committing to minimizing waste and managing environmental impacts resulting from our activities to prevent pollution
- Incorporating HSE best practice into our core business plans and integrating our HSE expectations into our design and procurement choices, work practices, training and decision making.
- Supporting industry and community health, safety, environmental and sustainability initiatives that pertain to our community and business.

**AARON BEGLEY**  
**CHIEF EXECUTIVE OFFICER**

Updated: 26 August 2025

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*The CEO is accountable to the Board of Directors for ensuring this policy is implemented, and it is the responsibility of all Matrix employees to ensure the implementation of this policy translates to a safe work environment. This policy is applicable to Matrix Composites & Engineering, all its subsidiary companies, operations and functions.*