ARCHOS GROUP

SAFETY POLICY

Archos Group is committed to providing a safe and healthy workplace for all workers, contractors, and visitors. The health, safety, and wellbeing of our people is fundamental to how we operate and is essential to delivering high-quality outcomes across our telecommunications, electrical, and construction activities.

The purpose of this policy is to outline Archos Group's commitment to managing health and safety risks, preventing work-related injury and ill-health, and ensuring all work is carried out safely in accordance with our Integrated Management System (IMS) and the requirements of ISO 45001 Occupational Health & Safety Management Systems.

Archos Group will apply a systematic risk management approach to eliminate hazards or reduce risks to as low as reasonably practicable. We will plan, manage, and review work activities to protect people, property, and the environment.

Key Commitments

Archos Group will:

- Provide and maintain safe and healthy working conditions to prevent work-related injury and ill-health.
- Identify, assess, eliminate, or control hazards using a documented risk management process.
- Ensure health and safety responsibilities are defined, implemented, and understood at all levels.
- Provide training, instruction, supervision, and information so workers can perform their work safely.
- Consult and engage workers on safety matters and support open, no-blame reporting of hazards, near misses, and incidents.
- Ensure contractors and subcontractors meet Archos Group health and safety requirements.
- Integrate WHS considerations into planning, procurement, operations, and business decision-making.
- Comply with all applicable WHS legislation, codes of practice, standards, and client requirements.
- Establish measurable safety objectives and targets and monitor performance through audits, reviews, and the IMS.
- Promote and sustain a positive safety culture through leadership, communication, and continuous improvement.

Role Responsibilities

Role	Responsibilities
Directors / Officers	Provide leadership, ensure WHS systems, resources, and monitoring processes are in place, and exercise due diligence.
Managers & Team Leaders	Implement safe systems of work, manage risks, communicate expectations, and ensure workers are trained and supported.

Role	Responsibilities
Workers & Contractors	Follow procedures, use equipment safely, report hazards and incidents, and take reasonable care for their own safety and that of others.

This policy applies to all Archos Group workers, contractors, and visitors. It forms part of our Integrated Management System and supports compliance with WHS legislation and ISO 45001 requirements.

This policy will be reviewed every two years, or sooner if operational or legislative changes occur, as part of the IMS Management Review process.

Approved by: Ben Hollis, Director
Date: 30th October 2025

Next Review: 30th October 2027