

HEALTH AND SAFETY POLICY

1. Who's this document for?

This policy is from Wellfully Limited ACN 056 482 636 (**Wellfully, us, our, we**) and it's for all our employees, directors, officers, contractors and consultants (**you, your**). It applies to these people regardless of where they are, or local customs or laws.

2. Why does this document matter?

We care about your health and safety, and the safety of our customers and business partners.

We're committed to creating a safe work environment, where people arrive home from work free from injuries and illness. This extends to people who use our products and technologies, which aim to improve their health and wellbeing.

3. Our beliefs

We believe:

- a. being proactive is better than being reactive;
- b. nothing is so important that you (and we) cannot take the time to do it safely;
- c. it's ok not to feel ok, and it's absolutely ok to ask for help if you're not feeling well; and
- d. we're all accountable for a safe work environment, and developing safe products and technologies for our customers and business partners.

4. Our commitments

We will:

- a. set measurable objectives and targets to achieve higher standards through continuous improvement relating to health and safety;

- b. consult, co-operate and co-ordinate activities to create a safe work environment;
- c. provide resources and apply risk management processes with an emphasis on elimination controls;
- d. provide information, training, instruction or supervision;
- e. comply with relevant laws, external requirements and our processes.

5. Implementation and objectives

We think that this policy contributes to achieving our objectives and embeds the importance and value of health and safety. The Board will review and approve measurable objectives for health and safety.

The Audit and Risk Committee will:

- a. make recommendations to the Board regarding the measurable objectives;
- b. annually assess the objectives set by the Board and the progress in achieving them;
- c. review and monitor the effectiveness of this policy, publication of this policy and our progress; and
- d. oversee the implementation of initiatives outlined in and arising from this policy.

From Financial Year 2022, we'll provide information in our annual report regarding this policy, our objectives for health and safety and our progress towards achieving them.