

Health & Safety Policy

1. Purpose

At PolyNovo, the health, safety, and wellbeing of our employees, contractors, and visitors (our 'people') is our top priority. We believe all work-related injuries and illnesses are preventable and are fully committed to providing a safe and healthy work environment, including an environment that supports psychological safety.

2. Guiding Principles

We are committed to conducting our business operations in a safe manner. In support of this commitment, we will:

- Comply with all workplace health and safety laws, regulations, and relevant standards.
- Provide and maintain a safe working environment and safe work systems and ensure plants and substances are in a safe condition.
- Prioritise health, safety, and wellbeing and be willing to stop or delay any work where effective risk management controls are not in place.
- Educate and empower our people, whether working inside or outside of our business premises, to adhere to strict safety protocols to ensure their safety and wellbeing in diverse and challenging environments.
- Establish measurable objectives and targets for health, safety, and wellbeing to ensure continuous improvement.
- Support the mental wellbeing of our people by ensuring a psychologically safe work environment, providing access to health resources, and promoting work-life balance.
- Manage hazards and incidents through early identification, notification, methodical investigation, and the sharing of learnings.
- Engage contractors and suppliers who share our values and work with them to consistently meet our health and safety expectations.
- Encourage all staff members to contribute whenever the opportunity exists to improve health, safety, and wellbeing management.
- Provide information, instruction, training, and supervision that is reasonably necessary to ensure our people are safe from injury and risks to health and wellbeing.

3. Responsibility

Our people have a responsibility to work safely and to:

- Commit that safety, health, and wellbeing is everyone's responsibility.
- Prioritise care of the health, safety, and wellbeing of themselves and others.
- Follow nominated safe working procedures and practices, with the intent of avoiding injury to themselves or others and damage to plant and/or equipment.
- Ensure they are fit for work at all times.
- Wear the required personal protective equipment and clothing when necessary.
- Stop work if they feel the workplace, work area, or work method is unsafe and only proceed once they feel it is safe.

- Immediately report all known or observed hazards, accidents, incidents, and near misses to the appropriate person.

4. Application

This Policy applies to all personnel engaged in activities under PolyNovo's operational control, including contractors and visitors. We encourage suggestions for realising our health, safety, and wellbeing objectives to create a safe working environment. This Policy applies to all business operations, including situations where our people are required to work, volunteer and/or represent our Company off-site.

5. Review

The Policy will be periodically reviewed to check that it is operating effectively. The content of this Policy may change from time to time as approved by the Board. The Policy is available on the Company's website at polynovo.com. This Policy was approved by the Board on 28 October 2024.