

## Work Health & Safety Policy

### 1. Purpose

Abacus Group is deeply committed, to ensuring that health and safety is managed as the highest priority in Abacus controlled work environments, and for all persons who may be affected by the conduct of Abacus Group's business or undertaking. We proactively manage risk to reduce the likelihood of impact of injury arising from our business activities across Abacus Group's retail and commercial.

### 2. Scope

The policy applies to Abacus Group people, contractors, tenants, customers and communities that are impacted by its controlled entities.

### 3. Policy Statement

We integrate work, health and safety risk and considerations into our daily activities, business strategy, and planning. This commitment is supported by a comprehensive health and safety management system underpinned by our corporate values, which are to be:

**Accountable** - Ensure that processes are established and maintained to systematically identify hazards, assess risk and implement controls to meet legislative and regulatory requirements that drives accountability.

**Entrepreneurial** - We are innovative, and we are growing. We promote open communication to learn from our shortcomings to recognise and implement change without a blame culture.

**Responsible** - We build internal capability to enable staff to participate and steer to better safety outcomes.

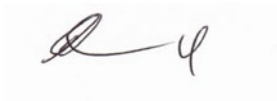
### 4. Our Approach

To meet our commitment and fulfil our responsibilities for work health and safety, we will:

- Integrate health and safety into all aspects of our activities through a process of continuous improvement;
- Ensure there is leadership to drive the capability necessary to implement and support safety management to the highest standard;
- Apply a systematic approach to address risk and all legislative and compliance requirements;

- Provide a forum that actively promotes consultation and communication with all stakeholders;
- Promote a culture that encourages all stakeholders to demonstrate work practices that align with our commitment in this policy;
- Report and monitor our progress against our performance standards.

As Managing Director of Abacus Group I am personally committed to this policy and to ensuring the work, health and safety of people is considered in all our business decisions.



**Steven Sewell** (Managing Director)

## **5. Document Control**

Effective: 01 July 2026

ABG Board Approved: 18 June 2026