

Occupational Health & Safety Policy

RAS Technology Holdings Limited

Adopted by the Board on 15 August 2021 to come into effect upon the admission of the Company to the Official List of the Australian Securities Exchange.

Document version control:

Custodian	Company Secretary
Date previously approved by the Board	15 August 2021
Date of next scheduled review	15 August 2022
Legislative framework and regulatory compliance	ASX Corporate Governance Principles and Recommendations (4 th edition)
Regulators	ASX

1. Introduction

- (a) RAS Technology Holdings Limited ACN 650 066 158 (**Company**) and its subsidiaries (collectively referred to as the **Group**) is committed to the provision of safe and healthy working conditions for all of its employees and contractors and to the safe custody of visitors to its operations and premises.
- (b) In fulfilling this responsibility, the Group recognises the duty to provide and maintain, so far as is practicable, a working environment that is safe, without risk to health and with a focus on fairness and respect.
- (c) The board of directors of the Company (**Board**) regularly provides guidance on the Group's standards and practices.
- (d) The Group focuses equally on the physical work environment, its systems and the culture of its business.

2. Occupational Health and Safety Program

- (a) The Group actively pursues its goals of maintaining an injury free working environment and supports endeavours to prevent injury and harm at work, both physically and emotionally, by emphasising fairness and respect among all employees.
- (b) The Group's occupation health and safety (**OH&S**) program encourages all employees to:
 - (i) identify, assess and manage safety risks;
 - (ii) continually work towards maintaining the workplace and systems of work that are safe and without risk to physical or emotional health;
 - (iii) work safely and in a manner that is respectful to others;
 - (iv) hold peers accountable for their actions;
 - (v) set targets to develop, implement and maintain safety standards and management systems;
 - (vi) ensure compliance with legal requirements and industry standards;
 - (vii) provide appropriate facilities to protect the welfare of all staff members and provide information, instruction, supervision and training in safe work practices; and
 - (viii) be proactive and responsive to staff OH&S concerns.

3. Education and Training

- (a) To ensure that employees are aware of the importance of OH&S issues, the Group provides ongoing education and training to:
 - (i) involve employees in developing risk solutions;
 - (ii) ensure an awareness of workplace risks and hazards; and

- (iii) facilitate discussion to identify new or emerging risks and hazards.
- (b) Safety is a shared responsibility between the Group and its employees. Every employee has a level of individual accountability for their own safety and that of their colleagues affected by their actions by adhering to the Group's safety systems and procedures at all times, being aware and respectful of other employees and reporting all workplace hazards and risks.

4. Further regulation

The Group's commitment to its OH&S obligations is further detailed in its company Work Health and Safety policy, a copy of which is available on the Group's intranet. Reporting

An "Incidents Report" will be provided to Directors at each Board meeting.

5. Review and amendment

- (a) The Board will review this Policy annually or as often as it considers necessary to assess it is operating effectively and consider whether changes are required.
- (b) The Board may amend this Policy from time to time by resolution.
- (c) Any amendments to this Policy will be communicated by the Group to its staff.
- (d) Updates and amendments to this Policy will be the responsibility of the Company Secretary.
- (e) All new management or other relevant staff will be provided with a copy of this Policy as part of their induction into the Group.
- (f) Any updates or amendments as approved by the Board will be notified to appropriate officers and staff by the Company Secretary and corresponding updates and amendments will be made to this Policy and be disclosed on the Group's website.
- (g) The Company Secretary is authorised to make administrative and non-material amendments to this Policy provided that any such amendments are notified to the Board or its delegated committee at or before its next meeting.