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# Health and Safety Policy

**COG Financial Services Limited (ACN 100 854 788) (the “Company”) and  
its controlled entities (together, the “Group”)**

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## 1. HEALTH AND SAFETY POLICY

COG Financial Services Limited is committed to the health and safety of its employees, contractors and the public. In order to achieve this, the Company will:

- Comply with all applicable legislation, regulations and standards;
- Develop relevant health and safety procedures and systems in respect of its operations;
- Regularly review, monitor and take action to mitigate health and safety risks;
- Provide all necessary training and resources to ensure a healthy and safe workplace to all employees, contractors and subcontractors;
- Ensure that any incidents, concerns and complaints are reported adequately, investigated and appropriate measures implemented; and
- Communicate with employees and stakeholders about the company's health and safety procedures, management and associated controls.

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### Policy History

Last review: 30 June 2024 (effective)

Review frequency As required