Health and Safety Policy

Interactive is a leading provider of Cloud, Cyber and Systems services. Our purpose is to keep technology human, and our vision is to be our customer's trusted technology partner. We achieve this through our mission to deliver exceptional service through our dedicated team. To ensure the safety and wellbeing of our employees and uphold our commitment as a trusted technology partner, Interactive has developed a comprehensive Health and Safety Management System. This system is designed to be both effective and efficient, embedding health and safety practices into every stage of our operations. It has been structured to align with the organisation's goals, scale, and operational context, ensuring effective prevention of work-related injuries and illnesses.

Purpose

To ensure the health, safety and welfare of all employees, contractors, and visitors at Interactive, we are committed to providing a safe and healthy work environment in compliance with all relevant legislation and other relevant safety recommendations including codes of practice and/or Australian Standards.

Scope

This policy applies to all individuals performing work at or for Interactive, including employees, contractors, subcontractors, visitors, and customers.

Our safety management system is based on the ISO 45001 Occupational Health and Safety Management Systems standard. We aim to comply and continually improve our management systems through the following commitments:

- **Culture:** Our policy is dedicated to building a strong safety culture and effectively managing risks. We prioritise the health, safety and wellbeing of our employees, visitors, customers and collaborators. By embedding safety in everything we do, we ensure that both physical and mental wellbeing are central to our daily operations.

- **Risk Management:** We are committed to eliminating health and safety hazards and risks as far as reasonably practicable. We regularly identify, assess and implement controls to manage risks associated with our operations.

- **Compliance**: We are committed to complying with all relevant health and safety laws, regulations, and other requirements applicable to our operations. Our processes are regularly reviewed and updated to ensure continued compliance.

- **Consultation:** We actively involve employees and their representatives in health and safety matters. This includes consulting on risk assessments, developing safe work procedures and reviewing the Health and Safety Management System (HSMS). This approach ensures active participation in decision-making and promotes a culture of shared responsibility for safety.

- **Training:** We ensure that all employees receive the training and resources required to perform their work safely. This includes continuous development and awareness programs to keep their skills and knowledge up to date for maintaining a safe workplace.

- **Managing incidents:** We encourage reporting of all incidents, near misses and hazardous conditions. Incidents are investigated promptly to identify their root causes and to implement effective controls to prevent recurrence.

- **Emergency Response:** We ensure effective emergency response procedures are in place for site safety. Regular drills and training keep employees familiar with these procedures, which are reviewed and communicated frequently.

- **Performance Measurement:** We engage in ongoing monitoring and evaluation of our health and safety performance through regular management reviews. This process assesses the effectiveness of the health and safety management system and identifies areas for improvement.

- **Continuous Improvement:** We are committed to the ongoing improvement of our health and safety management system. This involves regular reviews of policies and procedures, monitoring performance, learning from incidents and near misses and implementing corrective actions to enhance overall safety.

- **Psychosocial Safety & Wellbeing:** We are committed to identifying and managing psychosocial risks such as stress, fatigue, workplace bullying, harassment, and workload pressures. We promote mental wellbeing through early intervention, supportive leadership, and access to wellbeing resources.

- **Remote and Flexible Work:** We recognise the health and safety obligations for flexible and remote work arrangements. Individuals working under flexible arrangements must comply with the Interactive Flexible Work Policy, including ergonomic requirements, hazard reporting, and safe work practices.

HSMS Objectives

Our health and safety objectives aim to ensure a safe and compliant workplace through strong leadership. We focus on preventing injuries and ill health by proactively managing risks and adhering to legislation. Our commitment includes identifying and eliminating hazards and regularly update the board on risk management and compliance. Dedicated to continuous improvement, we consistently review and refine our objectives, measure and monitor progress across the organisation and enhance processes as needed. We also ensure effective communication of progress and key issues to senior leaders and stakeholders to drive the ongoing optimization of our management system.

Interactive's Responsibility

Management is responsible for:

- Staying updated with the latest knowledge on work health and safety matters.
- Identifying and mitigating health and safety hazards and risks through effective controls.

- Establishing processes to receive and consider information about work–related incidents, hazards, and risks and responding in a timely manner.
- Ensuring access to resources and processes to minimise health and safety risks.
- Implementing processes to comply with duties and obligations, including reporting notifiable incidents, consulting with workers, complying with notices and providing appropriate training and instruction.

Worker's Responsibilities

All individuals performing work at or for Interactive, in any capacity, are responsible for:

- Taking reasonable care of their own health and safety, as well as that of others who may be affected by their actions or omissions.
- Complying with instructions given by Interactive to ensure compliance with health and safety laws and regulations.
- Adhering to policies and procedures related to health and safety.
- Promptly identifying and reporting any hazards or risks to their Health and Safety representative or Manager that may affect the health and safety of themselves or others in the workplace.

This policy is reviewed annually, communicated to employees, customers, suppliers, vendors and partners, and made accessible to all relevant parties. In the event of any significant changes in the business, the policy will be updated and redistributed to ensure that all affected parties are informed and have access to the most current information.

Signed by:

Alex Coates

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Alex Coates

Chief Executive Officer

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Document History & Approval

Date	Description	Author	Approver/s
28 January 2026	Annual review inclusion of psychosocial risk	Merylee Crockett, Chief People Officer	Alex Coates, Chief Executive Officer

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