

Work Health and Safety Policy

HMC Capital Limited is committed to ensuring the health and safety of all our team members, tenants, contractors, visitors and others. To achieve this, the following key objectives have been set:

1. Eliminate hazards and control risks to health and safety
2. Create an environment that protects physical and psychological safety of its workers
3. Safe systems of work and work design are implemented to enhance health, wellbeing and productivity
4. Demonstrating leadership in the management of WHS matters
5. Consultation and participation of workers in WHS matters
6. Commitment to fulfilling legislative, other requirements and continuous improvement

The Board will demonstrate due diligence in the management of WHS at HMC Capital.

Management will:

Lead and Recognise

- Lead by example, setting high safety standards and clearly communicating expectations
- Know the WHS requirements of the business and integrate risk management processes into operations
- Keep WHS as a top priority in decisions and allocate appropriate resources
- Create an environment of openness, trust and respect, recognising and rewards workers for safe work practices and engagement in health and safety
- Continually seek improvements to the HMC WHS Management System

Communicate

- Implement effective consultation and communication arrangements
- Make available appropriate information, training, instruction and supervision to team members, contractors and visitors

Monitor

- Maintain plan and structures and develop appropriate systems of work
- Provide adequate facilities and amenities
- Monitor the conditions at all our workplaces, to prevent illness or injury from work related activities


Workers (including employees and contractors) will:

- Prioritise health and safety at all times
- Understand their responsibilities, be self-aware and demonstrate positive WHS behaviours
- Know and follow all WHS requirements related to their position
- Participate in WHS training as required
- Maintain a safe and orderly work area
- Immediately report on unsafe acts, conditions, equipment or behaviours

While all HMC Capital workers are covered under this Policy, those workers who work in assets under the control of a Building Manager (Knight Frank) or development sites under the control of a Builder must also follow the work health and safety procedures of Knight Frank or the Builder (as applicable).

Compliance with WHS responsibilities is considered a key performance indicator (KPI) for all team members. This Policy will be made available to all team, contractors and visitors.

The Board will review this Policy annually and also to identify opportunities for continual improvement.

A handwritten signature in black ink, appearing to read 'David Di Pilla', positioned above a horizontal line.

David Di Pilla
Managing Director and CEO
Date: 24 October 2025

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Classification: Internal Use Only
Author: Group Head of HR
Approved: Managing Director and Group CEO