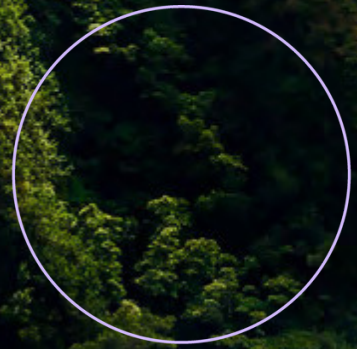




PACT

Occupational Health and Safety Policy

ADA (Australian Defence Apparel P/L)

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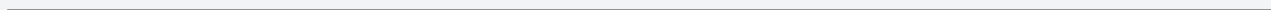
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Occupational Health and Safety Policy

Statement

01



At Australian Defence Apparel (ADA), we are committed to providing a safe, healthy, and inclusive working environment for all employees, contractors, and visitors.

This includes the prevention of work-related injury and ill health, and the proactive management of both physical and psychosocial risks.

In alignment with ISO 45001:2018 and ISO 45003:2021, and in compliance with all relevant OHS/WHS legislation and codes of practice, ADA will:

- Identify, assess, and eliminate or control hazards and risks, including psychosocial hazards such as bullying, high job demands, poor support, and workplace conflict.
- Ensure that plant, equipment, systems of work, and the working environment are safe and without risk to health.
- Promote a culture of consultation and participation through Health and Safety Representatives (HSRs), safety committees, and open communication with workers.
- Provide appropriate training, information, and supervision to support physical safety and mental wellbeing.
- Maintain accessible, confidential, and responsive mechanisms for reporting and addressing health and safety concerns.
- Monitor and review health and safety performance to drive continual improvement.

All managers and supervisors are responsible for maintaining a safe and supportive workplace. All employees and contractors are expected to follow safety procedures and contribute to a positive safety culture.

This policy will be reviewed annually by the Executive and the Occupational Health & Safety Committee to ensure its ongoing relevance and effectiveness.



Chris Dixon
CEO, Australian Defence Apparel

September 2026



OHS Policy



Let's make a PACT!

PACT is ADA's ESG program. It is a movement towards Promoting Accountability, Community and Transparency. Through this innovative initiative, PACT and its partners are not just contributing to global ESG standards - they're reshaping them.

The PACT Program includes 4 pillars and tangible pathways to achieve our vision.

ESG Program Name	PACT			
4 Pillars Sits under ESG	 Planet	 People	 Practice	 Performance
Pathways Sits under Pillars	Designing for End of Life Circularity Waste Reduction	Indigenous Partnerships Diversity & Inclusion Employer of Choice Responsible Supply Chain Corporate Social Responsibility	Ethical Trade Transparency Risk Management	Job Growth Exceeding Customer Expectations Research, Development & Innovation Responsible purchasing and sourcing

Join us as we define what it means to do business in the 21st century!

Learn more about PACT
ada.com.au/pact

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