

Health and Safety

Policy 6 | Version 4.2

We are committed to providing and maintaining a safe and healthy workplace for all customers, workers (including contractors and volunteers), visitors and others who may be affected by our work.

All entities in the Vertaview Group are committed to maintaining safe workplaces. All workers of Multicap Limited and its subsidiaries, are responsible for ensuring their own health and safety, as well as the health and safety of our customers and others in our workplaces. Workers will also comply with any reasonable WHS direction that is given to them.

Scope:

This policy (and related document/s) applies to Multicap Limited and its subsidiary companies, related entities, and affiliates anywhere in Australia (collectively referred to as the Vertaview Group).

Members of the Vertaview Group include Allinto Australia Limited, Arbourwell Limited, Multicap Limited, and Open Minds Australia Limited (we/us).

We will:

- ✓ Remove or reduce all workplace hazards and risks to health and safety as far as is reasonably practicable.
- ✓ Provide information, support, training, and supervision to enable all workers to work safely.
- ✓ Consult and communicate with our people to build and maintain a positive safety culture.
- ✓ Continually improve our systems by assessing, measuring, and monitoring our safety performance.

Our Workers will:

- ✓ Take reasonable care for their own health and safety, and that of those around them.
- ✓ Follow all WHS procedures, instructions, and guidelines, including using safety equipment and personal protective equipment as instructed.
- ✓ Be safety culture champions by participating in safety training and anticipating and mitigating risks.
- ✓ Report all health and safety hazards and incidents.

We recognise that working with our customers can at times be unpredictable and that incidents may occur during delivery of our services. Our investment in and focus on clinical governance minimises this occurring.

Our objective is to keep our workers, customers, colleagues, and ourselves physically and mentally healthy and safe. This will be achieved through the participation, cooperation, and commitment of everyone whilst in the workplace.

Accountability sits with everyone. Our Group Chief Executive Officer is accountable to the Multicap Limited Board for managing health and safety, with ultimate responsibility for oversight of this policy sitting with the Board. Workers also have important responsibilities for health and safety in the workplace.

We will comply with all relevant legislation relating to health and safety.



Angela Tillmanns, Chair
May 2025



Damian Bell, GCEO
May 2025