

At Midway, the health, safety and wellbeing of our employees, contractors and visitors is our highest priority. We are committed to providing a physically and psychologically safe working environment and preventing harm through leadership, accountability and continuous improvement.

Central to this is our Zero Every Day philosophy. Incidents will occur, and Zero Every Day means that we learn from them and start again immediately with a renewed commitment to zero incidents.

Our Commitment

We will:

- Comply with all relevant legislation, codes and standards across all jurisdictions.
- Provide and maintain safe systems of work, plant and workplaces.
- Identify, assess and control risks to eliminate or reduce harm.
- Promote a respectful, inclusive culture free from bullying, harassment and discrimination.
- Support mental health and wellbeing as equally important as physical safety.
- Set clear safety objectives and review our performance regularly.
- Build a Zero Every Day culture in all aspects of our operations, recognising that safe outcomes are achieved through consistent actions, shared learning and accountability at all levels.

Responsibilities

At Midway, safety is a shared responsibility. Every person, regardless of role, is expected to live Zero Every Day by taking care of themselves and others, following safe work practices and procedures, reporting all known hazards and incidents, and contributing to a respectful and supportive workplace. All employees and contractors have a role in ensuring that safety is embedded in daily decisions and actions so that everyone goes home safe and well, every day.

Wellbeing and Positive Duty

We uphold a positive duty to prevent inappropriate behaviour and create a supportive culture where everyone feels safe, respected and empowered to speak up. Wellbeing is integrated into our systems, leadership and daily practices, and extends beyond physical safety to mental health.

Consultation and Improvement

We engage openly with workers to improve our systems and share lessons learned. We are committed to ongoing training, transparent communication and continual improvement of our health and safety performance. Through the Zero Every Day culture, we strive for shared accountability, open dialogue and the belief that zero harm is achievable when we work together.

Policy Authorised by:



Signature:

Signed By: Tony McKenna
Position Title: Chief Executive Officer
Date: 29 September 2025