

Workplace Health and Safety Policy

NQA is committed to providing a healthy and safe workplace for our people, our contractors, members of the public, and all visitors to our airports. Our vision is to have a positive safety culture in which NQA effectively manages risks and seeks to continuously learn and improve.

We will comply with the *Work Health and Safety Act 2011*, the *Work Health and Safety Regulation 2011*, codes of practice and standards.

NQA has a Workplace Health and Safety (WHS) Strategy which supports our vision, and which will be reviewed and updated as required.

Our goal is to foster a cooperative environment in which everyone is safe, and their health and wellbeing are protected and preserved.

We will do this by:

- Visible safety leadership at all levels, including from the Executive Leadership Team, by supporting the NQA WHS Strategy and initiatives, building trust in the commitment to provide a safe and healthy workplace.
- Eliminating or minimising hazards and safety risks, as far as reasonably practicable, with a focus on the management of critical safety risks and the use of higher order controls¹ where reasonably practicable.
- Establishing measurable WHS objectives and targets that support the NQA WHS Strategy and continual improvement in safety performance.
- Implementing and continually improving a fit-for-purpose safety management system.
- Recognising the need to support and enhance our safety systems and processes.
- Consulting, cooperating, and coordinating with our people and all other key stakeholders to achieve our safety goals and manage critical safety risks.
- Empowering our people to manage safety risks through the provision of information, training, instruction, and supervision.
- Encouraging a healthy and active incident, near miss and hazard reporting culture.
- Collaboratively working together towards a mature, informed, learning and generative safety culture², in which all of our people are engaged and promote the achievement of a safe and healthy workplace.
- Positively contributing to the physical and psychosocial health and wellbeing of our people.
- Proactively managing ill and injured employees to safely remain at or return to work.

¹ Higher-order controls are risk control measures that seek to eliminate, substitute, isolate or engineer out hazards, in accordance with the hierarchy of control measures under the *Work Health and Safety Act 2011 (Qld)*.

² A generative safety culture is one in which safety is a shared organisational value, people proactively identify and manage risks, openly report and learn from incidents and near misses, and continually seek opportunities to improve safety performance.

- Just and fair reporting, monitoring and evaluation of our safety performance, including effective two-way engagement and communication with our people.
- Ensuring reporting to the Board and the Executive Leadership Team which enables all WHS duties and obligations to be met.

A handwritten signature in black ink, appearing to read "R Barker", positioned above a horizontal line.

Richard Barker
Chief Executive Officer
Date: July 2026