

Health and safety policy

1. Purpose

This policy sets out Vector's commitments to ensure we maintain a safe and healthy working environment and a culture of continuous improvement where everyone is empowered to speak up about safety. Vector will conduct its business activities in such a way as to protect the health and safety of all Vector employees those working on our behalf including contractors ("Vector People"), visitors to our premises and the public impacted by our work activity and network assets.

Furthermore, as Vector recognises that high consequence, low probability events may present materially significant risks and require specialist knowledge and controls, this policy also encompasses Vector's commitments and expectations for the management of process safety.

All Vector People are required to work in line with this policy.

2. Policy

Vector is committed to:

- Providing a safe and healthy workplace for all Vector People, the public and visitors;
- Ensuring health and safety considerations are part of all business decisions;
- Monitoring and continuously improving Vector's health and safety performance;
- Demonstrating a standard of leadership that constantly reinforces the requirement for behaviour that promotes health and safety;
- Communicating and engaging with Vector People, customers and stakeholders on health and safety matters;
- Operating in a manner that manages health and safety risks and hazards;
- Fostering personal commitment to health, safety and wellbeing and encouraging safe and healthy lifestyles, both at work and at home;
- Supporting the safe and early return to work of injured or ill Vector People; and
- Providing sufficient, competent resources and effective systems at all levels of the organisation to fulfil Vector's health and safety commitments.

To achieve this Vector will:

- As a minimum, meet all relevant legislation, standards and codes of practice for the management of health and safety;
- Establish health and safety goals for the business, and regularly monitor and review the effectiveness of our Health and Safety Management System;
- Identify, assess and control workplace hazards and risks, in particular our credible catastrophic event scenarios, and the critical controls needed to either eliminate or minimise risks so far as reasonably practicable;

- Use safety in design to eliminate hazards wherever possible and maintain facilities, equipment and plant to ensure that these operate safely;
- Audit and monitor the health of critical systems and controls and report on their health through a comprehensive dashboard of KPI's;
- Report, record, investigate and learn from all serious incidents and high potential near misses;
- Consult, support and encourage participation from Vector People and other stakeholders on issues that have the potential to affect their health and safety and the health and safety of their co-workers;
- Promote Vector People's understanding of their health and safety responsibilities relevant to their roles;
- Provide Vector People with information and advice on the safe and responsible use of our products and services;
- Develop, communicate, implement, practice and review site-specific, planned emergency responses; and
- Suspend activities if health or safety would be compromised.

All Vector People are responsible for:

Ensuring their own and others' safety by familiarising themselves with this policy and adhering to it and all Vector health and safety work practices and escalating any health and safety issues if they have the potential to put anyone (including themselves) at risk.

Dated: September 2025

