



LEGAL & OTHER REQUIREMENTS POLICY

SmartTech Australia is committed to ensuring its relevant legal and regulatory obligations are identified, documented, made accessible, understood and complied with wherever SmartTech Australia operates.

The policy applies across all SmartTech Australia sites including employees, contractors and visitors and will include as a minimum:

HSE-related acts and regulations are maintained and available.

Legislative and regulatory requirements (including licences, permits and approval conditions) and voluntary commitments applicable to specific SmartTech Australia operations are identified and documented.

Regulatory registers are reviewed and kept up-to-date and all changes are communicated to all relevant personnel.

Where SmartTech Australia or its Business Units undertake voluntary public commitments in relation to HSE, these commitments are to be regarded and implemented with the same diligence as regulatory requirements.

Wherever possible, legislative and other external requirements are incorporated into the relevant operational procedures to ensure consistent, ongoing compliance with these requirements.

Compliance with legal and other requirements is demonstrated, evaluated and reported.

Where local legal requirements diverge from these standards, Activities comply with the more stringent of local legal requirements and these standards.

In countries where local legislation does not require an adequate level of HSE performance, activities are conducted in a manner that is consistent with the requirements of these standards, and relevant international standards, taking into account social and cultural sensitivities.

Managing Director

A handwritten signature in black ink, appearing to read "Allan Hubble".

Allan Hubble

Date: 29/07/2020

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