

**GENTRACK GROUP LIMITED
(Gentrack)**

Health and Safety Charter

1. Purpose

This Health and Safety Charter sets out the responsibilities of the board of directors of Gentrack (the Board) in respect of health and safety. The Board Charter of Gentrack states that the Board is responsible for establishing and monitoring Gentrack's health and safety policies.

The Board is committed to supporting Gentrack in implementing and maintaining a health and safety management system that ensures all practicable steps within Gentrack's control are taken to ensure the safety of employees, contractors and visitors while at work.

2. Responsibilities

Each member of the Board will exercise due diligence to ensure that Gentrack complies with its health and safety responsibilities under the relevant health and safety legislation. The Board will take reasonable steps to direct and supervise the management of health and safety, by:

- (a) ensuring Gentrack has an effective health and safety culture and vision, and that this is reflected in all policies where relevant;
- (b) ensuring that Gentrack has developed and implemented an effective health and safety management system that can identify, isolate and mitigate risks and assist Gentrack to comply with its health and safety duties under relevant legislation and regulations;
- (c) ensuring compliance with Gentrack's health and safety management system;
- (d) acquiring and maintaining up-to-date-knowledge about work health and safety matters as appropriate for a director of a software and services company;
- (e) becoming personally aware of the nature of Gentrack's operations and generally of the hazards and risks associated with those operations;
- (f) ensuring that plant and equipment is provided by management that is fit for purpose, well maintained and supported by training and safe operating procedures;
- (g) ensuring that management has staffed Gentrack with sufficient personnel with the right skill mix, supported by specialists as required, to operate the business safely;
- (h) providing sufficient funds for effective implementation and maintenance of the health and safety management system and for improvement programmes;

- (i) monitoring Gentrack's performance and that of management according to health and safety goals and targets;
- (j) reviewing any serious incidents (including serious non-compliance and near misses) and considering the adequacy of management actions in response;
- (k) ensuring that management regularly reviews and updates Gentrack's health and safety management system consistent with accepted standards;
- (l) reviewing Gentrack's health and safety system and policies annually, or at any time considered necessary, such as after a serious incident; and
- (m) attending to any other health and safety matter that the Board considers prudent from time to time.

3. Review of Charter

The Board will review the objectives and responsibilities set out in this Charter at least annually to ensure that it adequately sets out the Board's governance role in health and safety and Gentrack's commitment to a safe workplace.

The Board considers that health and safety is an important business risk for Gentrack and therefore delegates the review of this Charter and Gentrack's health and safety system and policies to the Audit and Risk Committee as a specific function of that committee.