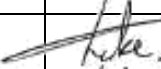
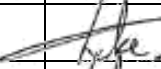
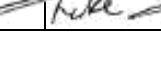


DOCUMENT TITLE: OCCUPATIONAL HEALTH AND WELLBEING STATEMENT

REVISION: 1.01

DOCUMENT CONTROL LOG:

	Name	Role	Signature	Date	Rev
Prepared By	Luke Deasy	Managing Director		10/02/2023	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2023	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2024	1.01
Reviewed By	Peter Lane	EHS Officer		12/06/2025	1.01
Reviewed By	Luke Deasy	Managing Director		12/06/2026	1.01

OCCUPATIONAL HEALTH AND WELLBEING STATEMENT:

This document outlines how Copper Coast Renewables manages the occupational health, mental wellbeing, and fatigue of our workforce. This policy applies to our direct staff members as well as our approved subcontractors. Our approach to occupational health is fully integrated into our ISO 45001 certified Health and Safety Management System.

Fatigue Management

- Working in the renewable energy sector often involves travel and physical work on site. We actively prevent and manage fatigue through the following steps:
- Scheduling all project works to comply strictly with the Organisation of Working Time Act.
- Enforcing mandatory rest periods and breaks during and between shifts.
- Factoring travel time to and from solar, wind, and storage sites into the daily work schedule to ensure team members are not driving while exhausted.
- Continuously monitoring the project workload of both direct staff and subcontractors to prevent overworking and burnout.

Mental Health and Stress Management

- We treat the mental wellbeing of our team with the same level of importance as physical site safety. Our practical approach includes:
- Maintaining an open-door policy that encourages staff to discuss workload, stress, or personal challenges confidentially with management without fear of stigma.
- Conducting regular team check-ins during high-pressure project phases to monitor morale and manage stress levels.

- Signposting and providing flexibility for team members to access professional external mental health support services when needed

Copper Coast Renewables is committed to providing a safe, healthy, and supportive working environment for everyone operating on our sites.



Luke Deasy
Managing Director