

Health, Safety and Wellbeing Policy

Effective date	14 August 2024
Policy owner	Group Health, Safety & Environment
Applies to	All GWF workers, customers and visitors - Australia, New Zealand. For the purposes of this Policy, “worker” includes employees, contractors, labour hire workers, apprentices, and trainees of GWF.
Contact Officer	Your HSE Business Partner/ HSE ANZ Manager

This signed statement of Policy confirms our commitment to making GWF workplaces safe and healthy for ALL and is to be displayed at all work locations.

Our Commitment

George Weston Foods Ltd (GWF) and its related entities (GWF, we, us, our, the Company) are committed to providing a safe and healthy working environment and promoting a culture to eliminate or minimise the risk of harm to our people. We recognise that responsible health and safety management is an integral element of our responsibility to our workers, the community and other stakeholders.

In order to meet our commitment to workplace health, safety and wellbeing, we will apply all reasonable efforts to:

- Identify, monitor and comply with applicable health and safety laws, codes, Australian or New Zealand standards (as applicable) and other regulatory obligations.
- Foster a culture that empowers everyone to be responsible and accountable for health and safety.
- Establish measurable targets for performance and openly communicate our health and safety performance to relevant stakeholders.
- Where applicable, consult, cooperate and communicate with other businesses on matters where both businesses have a health, safety and wellbeing duty in relation to the same matter and/or worker.
- Consult and communicate so far as reasonably practicable, with workers and workers’ representatives (where applicable) who are, or are likely to be, directly affected by a matter relating to work health, safety or wellbeing.
- Set clear and measurable objectives for the organisation to ensure continual improvement.
- Report, escalate and record all hazards, incidents and near misses in a timely manner, and take all reasonably practicable steps to share learnings to prevent reoccurrence.
- Review and maintain the GWF HSE Management System to support continuous improvement.
- Define and communicate Health & Safety roles and responsibilities, and ensure all people, including contractors, are held accountable for fulfilling their health and safety responsibilities.
- Provide adequate health, safety and wellbeing training, information, instruction and supervision that are necessary to protect our workers from risks to their health and safety in the workplace. Identify hazards, assess risks and implement appropriate measures to eliminate hazards and minimise risks so far as is reasonably practicable.
- Provide and maintain safe plant, equipment, systems of work, and adequate facilities for the welfare of people in our workplaces. Provide a safe work environment, which minimises the risk of fatigue-related hazards at the workplace.
- Ensure the timely provision of information to all our people regarding health, safety and wellbeing initiatives, obligations and performance.
- Monitor the health of workers and conditions at the workplace for the purpose of preventing illness or injury in the workplace. Monitor and review the effectiveness of fatigue management controls at the workplace and implement measures to improve such controls so far as is reasonably practicable.

Workers' Responsibilities

Every worker has their own workplace health, safety and wellbeing obligations. All workers must:

- Take reasonable care for their own health and safety at work, and the health, safety and wellbeing of their co-workers and others who may be affected by their actions or inaction at work.
- Follow any reasonable instruction that is given by GWF in relation to health, safety and wellbeing.
- engage and co-operate with the company in initiatives to improve workplace health and safety.
- Take responsibility for their personal workspace, and maintain a safe work area that reduces risks to others.
- report any safety concerns, unsafe conditions, accidents, incidents or near misses to their Leader or site Safety Representative, both physical and psychosocial
- Take reasonable steps to manage their own fatigue levels, such as taking rest breaks, ensuring adequate sleep, and seeking medical attention for fatigue-related symptoms.
- Take reasonable steps to monitor and manage psychosocial state and report concerns.

Visitors' and Customers' Responsibilities

Visitors and customers who attend GWF sites, offices and other workplaces must:

- Take reasonable care for their own health, safety and wellbeing, and the health, safety and wellbeing of their co-workers and others who may be affected by their actions or inaction.
- Follow any reasonable instruction that is given by GWF in relation to health, safety and wellbeing.
- Report any safety concerns, unsafe conditions, accidents, incidents or near misses to their GWF contact or representative for both physical and psychosocial

Compliance

All workers are required to comply with this Policy. A breach of this Policy may result in action being taken by GWF which, for employees, may include disciplinary action up to and including termination of employment, and for contractors, may include termination of their contract with GWF.

Related documents

- Code of Conduct
- Workplace Behavior Policy
- HSE Management Standards and Procedures

Statement from Chief Executive Officer

I am fully committed to the implementation of this Policy and the motivation of all our people to achieve its objectives.

A handwritten signature in black ink, appearing to read 'Paul Foster', written over a horizontal line.

Paul Foster, Chief Executive Officer