

1.1 WORKPLACE HEALTH AND SAFETY (WHS) POLICY

Wesfarmers Industrial & Safety (WIS) is committed to the health and safety of all people, including visitors, who work or visit or have the potential to be affected by our business activities. Preventing injury and illness, improving our health and safety performance and mitigating WHS risks is based on the principle that continued focus on WHS management as part of our business strategy creates long term value for our people, our customers and our shareholders.

Workplace health and safety is one of our highest priorities and we strive to prevent harm through effective policies, good practices and continuous improvement programs.

We are committed to:

- Establishing WHS risk management processes that are proportionate, where resources and effort are determined by the nature and scale of business activities
- Integrating WHS considerations into business strategy and planning around core business activities
- Provision of adequate human and financial resources to support implementation of WHS systems and improvement programs
- Consulting with workers and other 'Persons Conducting a Business or Undertaking' about decisions that may affect their health or safety
- Integration of compliance requirements with relevant legislation and WIS policies, procedures and systems of work
- Establishing measureable objectives and targets to facilitate continuous improvement of WHS in the workplace and to reduce work related illness and injury
- Provision of appropriate and targeted training and dissemination of WHS information to workers
- Promoting early reporting and providing appropriate injury/illness management programs to support optimal recovery and return to work outcomes
- Promoting a positive approach to WHS that underpins a collaborative culture focused on improving WHS performance and practice

Expectations - Everybody

- ✓ Understand their responsibilities, be self-aware and demonstrate positive WHS behaviours and learnings
- ✓ Constantly review the workplace for hazards which could lead to injury, illness or incident, and initiate appropriate corrective actions
- ✓ Report and where possible take immediate action on unsafe acts, conditions, equipment or behaviours
- ✓ Treat everyone with respect and fairness at all times
- ✓ Learn and follow all WHS requirements related to the job and maintain a clean and orderly work area
- ✓ Comply with WIS policy, practices and local legislation at all times. Any breaches may result in disciplinary action that, if substantiated, could lead to dismissal/contract termination
- ✓ If ill or injured, promptly report and actively participate in return to work programs to promote recovery

Expectations - Managers

- ✓ Lead by example, setting high WHS standards, following rules, procedures and using good work practices
- ✓ Clearly communicate WIS expectations and keep WHS as a top priority in decisions, actions and communications
- ✓ Provide leadership for the development and implementation of WHS plans
- ✓ Know the WHS requirements of the job performed by the people you lead, and ensure they are appropriately trained
- ✓ Create an environment of openness, trust and mutual respect which allows everybody to excel and be recognised for good WHS performance
- ✓ Ensure accurate and timely WHS reporting, planning and incident management
- ✓ Support and manage early intervention and return to work programs for ill or injured workers to promote recovery

WIS has embedded detailed accountabilities and responsibilities within WHS Management System Standards and related documents that underpin this policy.



Rob Scott, Managing Director

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