

Health & Safety Policy

Effective date	October 2019
Policy owner	Group Health, Safety & Environment
Applies to	All GWF employees, contractors, customers and visitors - Australia, New Zealand
Contact Officer	Your HSE Business Partner/ P&P Director

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 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.

For the purposes of this Policy, "worker" includes employees, contractors, labour hire workers, apprentices and trainees of GWF.

In order to meet our commitment to workplace health and safety, 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 communicating 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 and safety duty in relation to the same matter and/or worker;
- Consult and communicate with workers and relevant stakeholders on matters where their health and safety in the workplace is directly impacted
- Set clear and measurable objectives for the organisation to ensure continual improvement
- Ensure the accurate reporting and recording of all incidents and near misses, and take all reasonable practicable steps to prevent reoccurrence
- Implement and maintain the GWF HSE Management System to continually improve our health and safety performance
- 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 and monitor suitable health and safety training, information, supervision, guidance and technology for our workers
- Use appropriate internal and external expertise to assist GWF to meet its obligations
- Assist in identifying hazards, assessing risks and implementing appropriate measures to eliminate and minimise risks
- Regularly review Chain of Responsibility performance ensuring appropriate action is taken and compliance is maintained at the required level
- Provide and maintain safe equipment, systems of work, and facilities for the welfare of people in our workplaces
- Assist in the provision of timely information to all our people regarding health and safety initiatives, obligations and performance.
- Regularly monitor the objectives of this Policy to ensure their effective implementation.

Workers' Responsibilities

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

- take reasonable care for their own health and safety at work, and the health and safety 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 and safety;
- 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; and
- report any safety concerns, unsafe conditions, accidents, incidents or near misses to their Leader or site safety representative.

Visitors' and Customers' Responsibilities

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

- take reasonable care for their own health and safety, and the health and safety 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 and safety; and
- report any safety concerns, unsafe conditions, accidents, incidents or near misses to their GWF contact or representative.

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 Behaviour Policy
- HSE Management Standards and Procedures

Statement from Chief Executive

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



Stuart Grainger, GWF Chief Executive