

WORKPLACE HEALTH AND SAFETY (WHS) POLICY

OUR COMMITMENT

At Wesfarmers Industrial & Safety (WIS) business units including, Blackwoods, Bullivants, CM3, NZ Safety Blackwoods and Workwear Group we are committed to providing a safe and healthy working environment for all team members, contractors, and visitors.

We are committed to:

- Providing a safe work environment to prevent work-related injury and ill health including psychosocial health and wellbeing.
- Complying with all applicable legal and regulatory requirements.
- Continually improving our WHS management system and performance.

OBJECTIVES

To fulfill our commitments, we will:

- Identify and assess WHS risks and opportunities for improvement.
- Implement effective controls to mitigate risks.
- Provide appropriate training and resources.
- Promote a culture of health, safety, and wellbeing.
- Monitor and review WHS performance regularly.

CONSULTATION AND COMMUNICATION

We will:

- Collaborate with team members on health, safety, and wellbeing matters.
- Communicate WHS information effectively.

TEAM MEMBER SUPPORT

We are committed to promoting early reporting and providing appropriate injury and wellbeing management programs to support optimal recovery and return to work outcomes.

RESPONSIBILITIES

Senior Management: Visibly demonstrate leadership and commitment to WHS, allocate resources, meeting positive due diligence requirements, and ensure compliance with this policy.

Managers and Supervisors: Lead by example, set high WHS standards, communicate expectations, prioritise WHS in decisions, ensure team training, foster an environment of trust and respect, ensure accurate WHS reporting, and support early intervention and return-to-work programs.

Team members: Comply with Lifesaving Rules, understand responsibilities, demonstrate positive WHS behaviours, report unsafe conditions, treat everyone with respect, comply with policies and legislation, and participate in return-to-work programs if ill or injured.

REVIEW AND REVISION

This policy will be reviewed every two years.

RESPONSIBILITIES

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



Tim Bult, Managing Director

03/04/2025

Date: