



Health, Safety and Wellbeing Policy

We can only achieve our vision to help grow the country when our own team are operating at their best.

This policy outlines our commitment to our people, and their health, safety, and wellbeing, so they can do their best work for our customers to help grow the country

We are committed to:

- **Providing a safe environment.** We provide safe and healthy workplaces for our people, and contractors working on our sites. We also look after our customers, suppliers, visitors, and communities by ensuring our sites are safe.
- **Making it real.** We focus on practices over paperwork. Sure, there will always be some paperwork – but health, safety and wellbeing is not a tick-box exercise for us.
- **Engaging expertise.** We know our team members have amazing knowledge and expertise. We are committed to engaging with the people who work closest to the risk to better understand and manage the things that can impact health, safety, and wellbeing.
- **Consulting with our people.** Our leaders talk with our people most often – we seek their opinion on what is working and what is not. We listen and explore what we can do to support our people's health, safety, and wellbeing, rather than telling them what they can't do.
- **Providing resources.** We ensure our team members have the right information, training, tools, and equipment to eliminate risks, or put controls in place to minimise them.
- **Systems that support.** We develop systems that not only support compliance, but also add value to day-to-day operations.
- **Aiming high.** We aim for our standards and procedures to align with leading industry practice and meet the requirements of Health and Safety at Work Act 2015 and regulations.
- **Learning.** We know things do not always go to plan. When things go wrong, we focus less on making judgements, and more on learning about factors that contributed to the event. We want to understand more about what makes work challenging, and what helps and hinders performance.
- **Celebrating success.** We reward positive health, safety, and wellbeing initiatives. After all, when great work is recognised, we believe it fosters more great work.
- **Continuously improving.** We are relentless in our efforts to prevent people being injured at work or suffering from work-related illness. We set ambitious targets, and share them far and wide – ensuring we are all working towards the same important goals.

This policy applies to all PGG Wrightson (PGW) employees and contractors/sub-contractors engaged to undertake work for PGW. In accordance with the PGW Code of Conduct, disregard for, or non-compliance with this policy is considered a serious breach and may result in disciplinary action up to and including dismissal. We will regularly review and publicly report our progress, and ensure this policy remains relevant to the needs of our stakeholders.

Executive Leadership Team Health, Safety & Wellbeing Commitment

We believe:

We care for our people and the environments we operate in
Workplace injuries and illnesses are preventable

Safety and wellbeing are integral to good work, not add-ons

Leaders set the tone for safety and wellbeing
A positive tone encourages engagement

We can only achieve PGW's safety and wellbeing goals if everyone pulls together

Everyone has a voice when it comes to safety and wellbeing

We are open to learning and new ideas
A blame culture erodes trust and confidence and suppresses reporting

We are a more effective leadership team when we stand together

So we will:

Protect the physical and mental wellbeing of everyone involved in PGW's operations
Convey why safety and wellbeing matter to PGW
Commit the resources necessary to eliminate or minimise risks to safety and wellbeing

Consider safety and wellbeing in all decision-making and planning
Establish group-wide policies and expectations that are realistic and meaningful
Demonstrate interest in, and care for, our people and the work they do
Verify the presence and effectiveness of essential controls in everyday work

Lead by example as visible role models for safety and wellbeing
Regularly make time for safety and wellbeing activities
Intervene if we see something unsafe or unhealthy (i.e., we never turn a blind eye)
Be accountable for our actions as leaders of safety and wellbeing

Encourage meaningful participation from everyone involved in our operations
Empower everyone to call out unsafe or unhealthy work practices and to stop unsafe or unhealthy work
Support our people and have their backs

Ask questions, listen to learn, and encourage differing perspectives
Make it safe for people to share their honest views on safety and wellbeing
Follow through on safety and wellbeing issues that are raised

Take active steps to understand variation in work performance and cultural maturity
Foster a culture of reflection, sharing, and learning
Treat people fairly, consistently, and with dignity
Recognise safe, healthy practices, value people's contributions to safety and wellbeing, and celebrate successes

Look for ways to contribute to safety and wellbeing
Communicate openly and honestly about safety and wellbeing performance
Keep our promises and do what we say we're going to do
Take ownership, accountability, and responsibility for safety and wellbeing performance and avoid blame, excuses, and denial

Signed for and on behalf of PGW: 9 February 2023

Stephen Guerin – Chief Executive Officer

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