

Health, Safety and Wellbeing Policy

ANZCO Foods Limited's core business activities include procurement and processing of beef and lamb, design and creation of food and healthcare products and solutions; and the marketing and delivery of these products and solutions to more than 80 countries around the world.

We are committed to providing a healthy and safe workplace environment with a strong health and safety culture. Our goal is to have everyone go home safely every day.

Being safe at work is an obligation we all have to each other, our families and ourselves.

We will:

- Eliminate hazards and reduce health, safety and wellbeing risks arising from its workplace activities to its workers. If this is not reasonably practicable, we will minimise those hazards to an acceptable level.
- Consult with employees, unions, employee representatives, H&S committees, line managers, contractors, suppliers, clients, and external experts as appropriate on matters to ensure our health, safety and wellbeing programmes are effective.
- Promote, support, and foster a health, safety and wellbeing culture which relies on participation, leadership, and accountability as a means of reducing the risk of harm and maintaining maximum operational capability.
- Provide adequate information, training, supervision, and support for employees to ensure they are fully competent to perform their work.
- Ensure the personal wellbeing of our people is valued and enabled through targeted health and wellbeing initiatives.
- Provide adequate resources to deliver on our obligations.
- Comply with all relevant legislation, regulations, codes of practice and safe operating procedures.
- Review the Safety Management System regularly, set annual objectives and targets while supporting a culture of continuous improvement underpinned by the WorkSafe HomeSafe culture.

We expect everyone to:

- Follow safe work practices at all times, be accountable for their actions or inactions, and be aware of their responsibilities.
- Take personal responsibility for their own safety and the safety of others by speaking up and challenging unsafe work practices.
- Report all incidents, near misses and unsafe conditions as soon as possible and take immediate action to minimise the risk of harm to anyone.

Our leaders will:

- Be fully conversant with their responsibilities and be accountable for the implementation of ANZCO's WorkSafe HomeSafe programme for their employees and contractors.
- Demonstrate their commitment by showing visible and active leadership in health, safety and wellbeing by setting a personal example.
- Supporting and encouraging employees to keep health, safety, and wellbeing front of mind.



Peter Conley, Chief Executive

