

1.1 WORKPLACE HEALTH AND SAFETY (WHS) POLICY

Wesfarmers Industrial & Safety (WIS) is committed to ensuring the health and safety of all workers. Workplace health and safety is one of our highest priorities and we strive to prevent harm through effective policies, good practices and improvement programs.

We are committed to:

- Making every practicable and reasonable effort to provide a healthy and safe place of work,
- Integrating WHS considerations into all business activities,
- Proactively identifying emerging risks and managing hazards,
- Ensuring worker well-being and assurance that all workers are treated fairly, sensitively and with respect at all times,
- Consulting with workers and external parties (e.g. unions, suppliers, customers, contractors and regulators) so as to ensure they are included in decision making processes,
- Complying with WHS legislative and regulatory requirements,
- Establishing measureable WHS objectives and targets to ensure continuous improvement aimed at the elimination of work related illnesses and injuries,
- Offering training programs that involve and broaden worker skills, competence and WHS awareness,
- Allocating appropriate internal/external expertise and resources to maintain effective WHS Management,
- Resolving any WHS issues in a professional and timely manner,
- Disseminating WHS information to all workers, and
- The effective implementation of this WHS Policy across all WIS.

We encourage awareness through:

- Hazard, incident and near miss reporting, investigation and WHS event management programs,
- Talking about achievements and learning at all levels,
- Not compromising WHS values as it is integrated in all we do,
- Encouraging people to take personal WHS responsibility and leadership regardless of where they sit in the hierarchy,

- Communicating good practice, setting clear expectations, standards and managing WHS performance improvement,
- Executive Management demonstrating visible WHS leadership,
- Promoting off-the-job WHS and wellbeing practices.

Workplace Health and Safety Management Systems:

We develop and maintain systems in alignment with AS/NZS 4801 OHS Management Systems to ensure that we:

- Have a systematic approach to identifying, managing and controlling WHS risk to as low as reasonably practicable,
- Integrate WHS expectations in position descriptions and performance plans with regular reviews,
- Have safe systems of work, equipment, plant and practices,
- Have effective contractor selection, management and monitoring processes,
- Reward and recognise WHS improvements and achievements,
- Have effective injury management and return to work programs,
- Promote a positive WHS culture and behaviours that are embraced by all our people.

Industry Leading Practice and Continuous Improvement:

We analyse trends, identify opportunities, and leading practices, including new technology, to seek ways of improving our performance, processes and practices to prevent harm and reduce our risk exposure.

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

All Management have responsibility to:

- ✓ To ensure people undertaking work at/for/on behalf of WIS are not put at risk from the works being carried out, where the risk (s) are reasonably foreseeable,
- ✓ Develop, implement and monitor WHS policies, training and systems, ensuring appropriate resources and investment,
- ✓ Maintain and communicate performance/compliance expectations through effective training and supervision,
- ✓ Provide regular WHS communications to all people undertaking work at/for/on behalf of WIS on general WHS matters and other organisational policies and procedures,
- ✓ Ensure accurate and timely WHS reporting, planning and incident management,
- ✓ Role model and encourage positive WHS practices,
- ✓ Undertake our positive obligation to exercise due diligence to ensure that WIS complies with its duties under WHS legislation and WIS policy commitments.

All workers undertaking work at/for or on behalf of WIS have responsibility to:

- ✓ Understand their responsibilities, be self aware and demonstrate positive WHS behaviours and learning's,
- ✓ Treat everyone with respect and fairness at all times,
- ✓ Step-in whenever an unacceptable behaviour/practice is observed, and discourage others from working unsafely,
- ✓ Report and where possible take immediate action on unsafe acts, conditions, equipment or behaviours,
- ✓ 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.


Olivier Chretien, Managing Director

08/07/2013
Date: