

Finlays OCCUPATIONAL HEALTH, SAFETY AND WELLBEING POLICY STATEMENT

Finlays is committed to ensuring its facilities, operations, work environments and services are safe and healthy for its workforce and anyone else who may be affected by its undertakings, and to continually progress its aspiration of achieving zero harm.

We see this as not only a legal and moral responsibility, but as key to ensuring business efficiency, and fundamental to building and maintaining the culture of excellence that reflects the Finlays brand.

We will achieve this by always being positive and proactive and by:

Visible Safety Leadership where everybody leads by example, we ensure we have the necessary resources and competencies to achieve our H&S objectives, and we all hold each accountable for workplace health and safety.

Being a learning organisation that encourages and supports accurate and timely reporting of all incidents by employees, contractors and agency workers; that consistently applies its 'truth over targets' and 'just culture' initiatives; and which thoroughly investigates all adverse incidents ensuring root cause(s) are identified and relevant lessons are shared across Finlays.

Engaging and empowering all employees and contractors to proactively help create and sustain a safe and healthy working environment for all by identifying and actioning hazards, by never walking past an unsafe condition or behaviour without taking action, and by continually seeking opportunities to make Finlays safer,

Building capability and competence by ensuring all our people, contractors and agency workers, have the necessary training, skills, experience, knowledge, competence and resources to carry out all their activities safely, and by continually developing their H&S knowledge.

Creating a positive safety culture by engaging everyone, employees, contractors and agency workers, in living our values and delivering our 'Always Safe' strategy, with everyone taking responsibility for their own safety and looking after the safety of their colleagues.

Managing risk by ensuring the control hierarchy is used effectively to eliminate hazards and reduce risks so far as is reasonably practicable; by always looking for opportunities to improve workplace safety as well as managing the risks, and by promoting the responsible use of Finlays products or services by customers and consumers.

Developing and embedding standards that comply with all relevant legislation and codes of practice as a minimum, that manage critical occupational and process safety risks across Finlays, and which are monitored and regularly reviewed for currency and effectiveness.

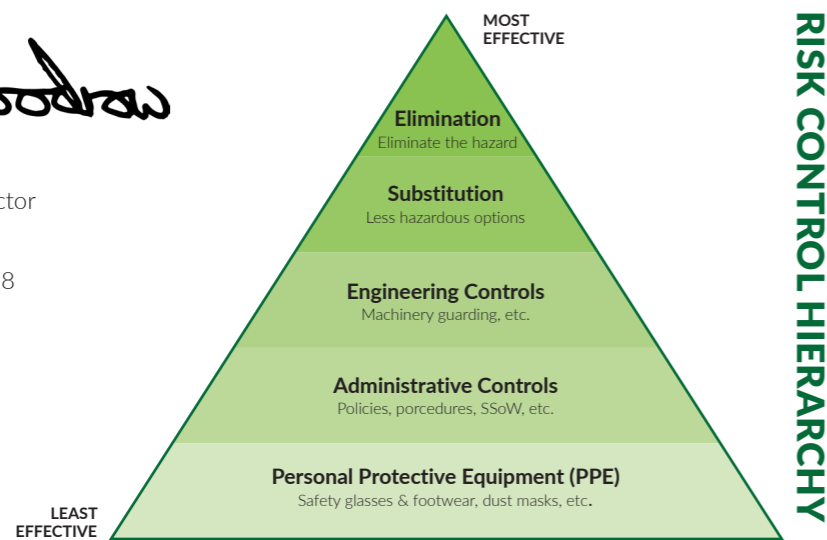
The Finlays Always Safe strategy details our long-term approach, which is aligned to the corporate strategy, and provides the framework for every business unit to develop, maintain, and monitor specific objectives and targets, and to engage every Finlays employee in continuing to improve our safety culture.

Every business unit conducts a formal annual H&S Management review of its safety performance which is used to continually improve their H&S management systems, and to develop their objectives and action plans for the following year to ensure continual improvement.



James Woodrow
Group Managing Director

Dated: Feb 2025
Review Date: Feb 2028



ALWAYS SAFE

Everybody, everywhere, every day, in everything we do, at work and at home

OUR PURPOSE: TO EMPOWER OUR CUSTOMERS TO CREATE A WORLD WHERE EVERY SIP BRINGS JOY

OUR CULTURE

ALWAYS SAFE

Our target is zero fatalities, zero disabling injuries, zero long term physical or mental ill-health and zero lost time injuries. We will achieve this by positively and proactively delivering our 'Always Safe' strategy, and by continually improving our safety culture and performance.

PRO-ACTIVE

We will focus on the 'presence of safety' using our 'Safe Day' initiative and using our risk assessment and hazard reporting systems to identify and control risks and hazards before they can become incidents or cause injury.

REACTIVE

All adverse incidents will be fully investigated to identify the root cause(s) and corrective actions implemented to minimise the potential for recurrence, focusing on long term sustainable solutions using the risk control hierarchy.

OUR PEOPLE

OUR TEAM

Engagement

We will engage all our people, including workers representatives, contractors and temporary/agency personnel, to maximise their participation in making Finlays safe for everyone.

Empowerment

We will empower and authorize our people to challenge any unsafe acts or conditions and help continuously improve safety across Finlays.

Teamwork

We will encourage and support our people to work together to look after each other's safety, and that of contractors, agency, visitors, or anyone who may be affected by our operations.

Recognition

We will recognise and positively reinforce good safety behaviour and leadership at all levels.

OUR ROOTS TO SUCCESS

LEADERSHIP



LEARNING



ENGAGEMENT



COMPETENCE



CULTURE



RISK MANAGEMENT



STANDARDS



OUR VALUES



ACTING FOR THE LONG TERM



TAKING ACCOUNTABILITY



DOING BETTER EACH TIME



SUCCEEDING TOGETHER