

## Health and Safety Policy

### 1 Purpose

At Timberlink our Health and Safety (H&S) responsibilities and accountabilities are integral to the way we do business and are firmly linked to our values & safety beliefs. This policy identifies our commitment and direction for the prevention of work-related injuries and illnesses, and the provision of safe and healthy workplaces and activities.

### 2 Scope

This policy applies to all Timberlink workers at every level engaged in all Timberlink activities, whether on a Timberlink site, customer site, working from home or elsewhere. This includes work completed by contractors and labour hire workers, along with visitors to our sites. The commitments and requirements of this policy need to be considered and incorporated into arrangements with customers and suppliers.

### 3 Our Commitment

The Timberlink Board and leadership team will drive and support the health and safety program to:

- Reduce work related injuries and illnesses
- Reduce risk to all workers
- Provide safe systems of work and healthy workplaces
- Identify and provide adequate resources, training, information or supervision
- Set objectives and targets and ensure continuous improvement of the system and our performance
- Comply or exceed health & safety legislative and other relevant requirements
- Communicate, consult, and drive participation and engagement of all workers in the safety program
- Seek to achieve physical, environmental, biological, and psychological safety
- Empower our employees to -work safely
- Execute all due diligence requirements including Know, Understand, Resource, Monitor, Comply and Verify

#### Everyone Home Safe Everyday

We aspire towards a goal of “Zero Harm” our fundamental belief is that all people get to go home safe to their families at the end of each day. This is built on the concepts of:

- Safety is the presence of effective barriers and controls, not the absence of incidents and injuries
- Safety is about having an attitude to prioritise safety and take personal responsibility
- Working safely is always prioritised
- All injuries and incidents are preventable
- Above the line behaviours including identifying, reporting and where possible fixing hazards
- Everyone getting Home Safe is achievable

## 4 Our Actions

How we deliver the health and safety program is guided by three safety principles:

### Safe People

Every Timberlink worker is a safety leader and must actively care for their own and others health and safety – everyone looking out for everyone. This is achieved by:

1. Enhancing the capability of our workforce
2. Encourage our workers to Stop and Intervene
3. Engaging employees, contractors, and visitors to demonstrate above the line behaviours; and
4. Empowering employees, contractors, and visitors to never walk past an unsafe act or condition and to own the solution.

### Safe Systems

Safe systems of work – consistent, simple, accessible systems including:

1. The health & safety management system is guided by the Safety Corporate Governance Framework
2. Designing and deploying appropriate resources, systems, and processes to eliminate or minimise physical, mental health and safety risks.
3. Maintaining a structured health and safety management system and group standards to provide a framework for effective hazard and risk management; and
4. Monitoring the effectiveness of our systems with appropriate inspections and audits
5. Prevention and management of emergency events and a focus of learning from them
6. Ensuring early advice and compliance with relevant workers rehabilitation and compensation legislation, regulations, and prescribed processes

### Safe Plant, Equipment and Environment

The provision of plant, equipment, and the workplace environments that we operate in must be operated and maintained in a way that minimises risk, this includes:

1. Hazards are identified, and the risks are eliminated or minimised
2. Eliminating or controlling any new hazards through effective change management processes; and
3. Providing necessary H&S information, instruction, training, or supervision to allow work to be undertaken safely.
4. Designing and deploying critical safety standards to focus resources on preventing and mitigating high potential events

## 5 Commitment of our Workers

For Timberlink to be successful in delivering the safety outcomes and program all workers (employees, contractors, labour hire, and visitors) need to commit to the following:

- Following reasonable instruction, policy, procedures, expected behaviours and practices
- Taking care for their own and others safety
- Actively participating in the safety program

## 6 Review

This Policy will be reviewed by the Board at least every two years.

Approved and adopted by the Board on 3<sup>rd</sup> November 2022.

Version	Changes	Date
V1.0	Original	February 2019
V2.0	Review and update to align to best practice and governance principles of ISO45001	January 2021
V3.0	Review and update to align with safety differently principles and strategy	November 2022