LINFOX SAFETY, HEALTH AND WELLBEING POLICY

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The foundation of every great business is its people. Keeping our team members safe with a focus on health and wellbeing is simply The Linfox Way.

OUR COMMITMENT

At Linfox, nothing is more important to us than the safety, health and wellbeing of our people, customers and the communities in which we operate.



Vision Zero is our long-term commitment to reducing risks and preventing fatalities and serious injuries across our business.

Our **Healthy Fox** program promotes a culture of care, focused on enhancing the health and wellbeing of our team.

Our Leading the Way strategy requires us to Be Safer and we hold each other accountable to this strategic driver.

SCOPE

This policy applies to all Linfox workers, agency employees, contractors and visitors.

OUR ACTIONS

To Be Safer, we will:

- follow a set of **core principles** to guide our decisions and actions
- develop **plans** with measurable objectives, tactics and targets
- take a **systematic approach** for identifying, assessing and eliminating or reducing workplace safety and psychosocial risks so far as is reasonably practicable
- manage critical threats, consequences and risk controls for **major hazard facilities**
- **involve and consult** the team when making decisions or proposing changes to work
- **communicate** and keep our team and customers **informed** about our systems, objectives, initiatives, programs and performance
- foster an **inclusive culture** where it is safe to speak up to voice concerns or share ideas
- provide **training and coaching** to strengthen understanding, ownership and accountability
- **recognise and reward** people for doing great work
- **investigate incidents** with a focus on learning and improving
- **prepare and plan for emergencies**
- optimise and enhance our **system** on an ongoing basis to ensure that it is simple, aligned to how we do work and compliant with legislation and industry standards
- support and enhance the **physical health** and **mental wellbeing** of our team

Mark Mazurek
CEO Linfox Australia and New Zealand