

## Health and Safety Policy

Menzies is committed to providing a safe and healthy workplace and recognises all of its responsibilities in providing all employees, contractors, clients, visitors and the public a safe and healthy working environment. Creating a healthy and safe working environment is the responsibility of all Menzies workers at every level of the company.

To achieve this stated policy outcome, the commitment and contribution of every worker is required through:

- Complying with all work health and safety legislation, regulations and standards. Menzies will work with safety regulators in all states to achieve compliance and continually improve safety results to the fullest extent possible;
- Taking responsibility for the health and safety of themselves and their fellow workmates;
- Not compromising personal health and safety in the mistaken belief that operational requirements are more important;
- Considering that health and safety as an integral part of our work ensuring continual improvement;

Menzies promotes a work environment and safety management system that aims to:

- Identify any hazards in the workplace that maybe a risk to health and safety by elimination or minimising of those hazards;
- Provide a systematic approach to identifying and controlling health and safety hazards and risks through the development and implementation of suitable policies and procedures;
- Consult with its workers about health and safety issues in the workplace;
- Demonstrate effective management through commitment, leadership and direct involvement at all levels of the company;
- Encouraging effective teamwork with two – way communication as an integral part of every job;
- Provision of appropriate facilities, equipment, education, training and supervision for all workers to ensure healthy and safe working conditions and procedures;
- Monitoring and evaluating the health and safety performance of workers by implementing effective communication with them on health and safety and compliance issues.

In its activities Menzies provides and maintains, so far as reasonably practicable, a working environment that is safe and without risk to health, eliminates or controls work – related hazards and risks by:

- Ensuring as far as practicable, all operations conducted by its workers are in accordance with relevant legislation and regulatory requirements and relevant industry standards;
- The application of a systematic approach to identifying, assessing and controlling workplace hazards and risks;
- Facilitating continuous improvement through periodic review of objectives and performance measures, systems, practices and procedures and to ensure their continued effectiveness at eliminating work-related injury and illness.

This policy has been endorsed by the owner and agreed by the workers of Menzies. It will be reviewed by the Chief Executive Officer on a three yearly basis or if operations change significantly, to ensure its relevance and appropriateness to the business.

**Authorised by:**



**Timothy Newton**  
**CHIEF EXECUTIVE OFFICER**