

This policy addresses Metcash's commitment to Safety, Health and Environment across all Metcash workplaces. Maintaining a safe and healthy work environment is a collective responsibility which involves the commitment of all our people in implementing this policy and its supporting procedures.

Metcash commits to:

- Minimising and continuously working to prevent work-related physical and/or psychological injury and illness, so far as reasonably practicable.
- Reducing pollution and adverse effects of our operations on the environment and conducting our business in an environmentally and socially sustainable manner.
- Complying with applicable health, safety and environmental laws across all of our operations.
- Establishing internal and external assurance processes to assess the effectiveness of Metcash's Safety, Health and Environment management system.

To meet this commitment, Metcash will operate in accordance with its Safety, Health and Environment management systems, which are established to, among other things:

- Support safe and healthy working conditions including safe systems of work and safe plant and equipment.
- Eliminate as far as reasonably practicable and manage physical and psychosocial workplace hazards and risks and reduce adverse environmental impacts for our business activities.
- Regularly review applicable laws to ensure compliance with our legal obligations for Safety, Health and the Environment.
- Set a framework for Safety, Health, and Environmental responsibilities and ongoing review of our overall health, safety and environment performance.
- Provide a process of consultation and engagement with our people and stakeholders on safety and environmental matters.
- Provide information, instruction, training and supervision to our people on the risks, hazards and impacts of their activities at Metcash.
- Provide processes for managing contractors.
- Provide processes for the investigation, reporting and management of safety, health and environmental incidents and near misses.
- Provide processes for the effective rehabilitation of employees who suffer work-related injuries.
- Provide processes for continual improvement and review of our management systems and performance.

It is the responsibility of all team members, contractors, visitors and any other persons to:

- Take care of their own health and safety and that of others.
- Comply with relevant safety policies and procedures.
- Follow reasonable safety instructions.



Doug Jones
Group Chief Executive Officer



Nicole Lawler
General Manager, Safety Health & Environment