

At Metcash, whether you work in one of our distribution centres, stores, trucks, or offices, our goal is simple: everyone, every day, returning to what matters most. That's why one of our core values is that we "Give a Damn", putting safety first, doing what's right and owning our part.

This policy addresses Metcash's commitment to Safety, Health and Environment (SHE) across all Metcash workplaces and enlivens our mindset: Work Safe, Team Safe, Home Safe. Maintaining a safe and healthy work environment where we all work safely is a collective responsibility which involves the commitment of all our people in implementing this policy and its supporting procedures so we all get home safe to what matters most to us, every day.

We'll meet this commitment by looking after ourselves and each other, and working together to create safer workplaces, protect the environment, and continuously improve the way we do things.

Everyone's role

Every team member at Metcash has responsibility for safety and a role to play. As a Metcash team member:

- I take care of my own health and safety, and look out for those around me.
- I follow safe work practices and environmental procedures.
- I speak up if something doesn't look or feel right.
- I actively contribute to keeping my team (including contractors and labour hire) safe.

Our collective commitments

Together we will:

- Identify, manage and regularly review risks to prevent or reduce work-related injury or illness, both physical and psychological.
- Work to reduce pollution and waste, and operate in ways that support a sustainable future.
- Comply with all applicable health, safety and environmental legislation, regulations, and standards.
- Review our SHE performance regularly and take action to improve continuously.
- Foster a culture that values mental health and encourages open conversations about safety and wellbeing.

How we deliver

Together, we:

- Take true ownership to create a presence of safety every day in every moment. Never compromise safety – our own and that of our teammates.
- Have conversations with team members, contractors, and leaders about safety performance, culture and behaviours.
- Report SHE hazards, near misses, and incidents promptly, and investigate, learn, and share improvements.
- Provide practical training, supervision, and support so everyone understands the SHE risks, physical and psychosocial, in their work and how to control them.
- Monitor and audit SHE systems to check that our controls are working and that improvements are embedded.
- Ensure new projects, vehicles, systems, and processes are designed with safety and sustainability in mind from the start.
- Work with customers, contractors, suppliers, and the wider community to promote shared safety and environmental goals.



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