

Health, Safety, and Wellbeing Policy

Wesfarmers Chemicals, Energy & Fertilisers operates chemical, energy, fertiliser and complementary businesses that service a range of sectors in both domestic and international markets. WesCEF has a strategy to continually improve its health and safety performance, and to support employee wellbeing and hence strengthen its reputation for health, safety and wellbeing.

This policy applies to all businesses within Wesfarmers Chemicals, Energy & Fertilisers and it is a requirement that all people involved in our businesses understand and accept their responsibility to implement this Policy.

We are committed to managing activities in a safe and responsible manner, which we will do by:

- Developing a positive safety culture focused on being a Safe Person, using Safe Processes and creating a Safer Place.
- Implementing and continually improving our systems to reduce health, safety and wellbeing risk associated with our activities and products.
- Recognising that a person's wellbeing holds equal importance to their physical safety.
- Proactively identifying and understanding the hazards in the workplace - physical, process and psychosocial - and striving to eliminate or manage the risk so far as reasonably practicable.
- Setting and working to achieve targets that support ongoing improvements in every area of our health, safety and wellbeing performance, with a focus on reducing high potential risks.
- Expecting and supporting the people who we employ or contract to work in a manner that is risk aware and to report all incidents and hazards in a timely manner.
- Consulting and communicating with the people we employ, contract, the communities in which we operate and relevant stakeholders to ensure engagement and participation in the development, implementation and review of our safety program to facilitate understanding and address any concerns regarding health, safety and wellbeing.
- Providing a fair and equitable injury and claims management process for people injured at work.
- Complying with all relevant legal obligations.



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