

 <b>SAFETY for LIFE</b>	POLICIES	PROCEDURE OWNER GM of Safety
	WORK HEALTH, SAFETY & INJURY MANAGEMENT POLICY	12

All employees shall be provided with a safe, healthy workplace, safe equipment, safe systems and trained to undertake safe behaviours. Ingham's recognises its duty of care to ensure the health safety and welfare of employees and all others impacted by our operations. To achieve this duty of care, the Company will:

- i) Make every reasonable effort to identify foreseeable hazards, conduct risk assessments and eliminate or control hazards for injury prevention and health preservation.
- ii) Plan, implement, measure, evaluate and review the Ingham Work Health, Safety and Injury Management System (WHSIMS).
- iii) Ensure continuous improvement of the WHSIMS by establishing measurable performance indicators, objectives and targets aimed at elimination of work related illness and injury.
- iv) Provide appropriate resources, authority, information, instruction, training and supervision to all employees, contractors and visitors, in order to enable them to complete all workplace tasks, in a safe and healthy manner.
- v) Demonstrate compliance with Work Health, Safety & Injury Management (WHSIM) legislation.
- vi) Disseminate WHSIM information to all employees, contractors and visitors.
- vii) Communicate and consult on WHSIM to ensure resolution of WHSIM issues through established consultative mechanisms.
- viii) Ensure effective implementation and regular reviews of this Policy and the Groups WHSIM Procedures.
- ix) Assign WHSIM responsibilities, accountabilities and authorities to all personnel by the use of documented individual Duty Statements.
- x) Ensure the effective management of change through a consultative and risk management approach.
- xi) Utilise both internal and external WHSIM expertise where required.
- xii) Ensure effective and equitable injury management through responsible claims management and rehabilitation.

Work Health, Safety and Injury Management must be applied within all Ingham's operating divisions and all our activities. This policy is the document that guides Ingham's WHSIMS which is comprised of procedures, forms, templates and standard work procedures. The Inghams WHSIMS works in integration with other Inghams policies, procedures, values and beliefs.

Each employee must assume responsibility for their own personal health and safety and will be accountable for assisting to make their workplace safe. Employees will be consulted through their sites Work Health, Safety Committee Meetings in the decision making process when it impacts on workplace health and safety matters. In addition, they must also accept that they have a duty to their fellow workers and to the Company to report workplace hazards. All employees are also responsible to undertake their duties in a safe manner, as not to endanger others or cause property damage or material loss.




Edward Alexander

**Chief Executive Officer & Managing Director**  
**Ingham's Enterprises Pty Ltd**

**Date: 1/07/2025**