

Health, Safety & Wellbeing Policy



OUR GOAL

Every day, everyone returns home safe.

OUR COMMITMENTS

HQPlantations is committed to:

- providing a safe and healthy workplace;
- developing and maintaining a proactive and integrated culture of safety;
- empowering our workers (employees and contractors) to proactively participate in the identification of hazards and assessing, eliminating, or controlling their risk so far as reasonably practicable;
- consulting and co-operating with our workers, customers, and suppliers to ensure safe and healthy workplaces;
- supporting the physical and mental health and wellbeing of all workers;
- complying with relevant health and safety legislation, industry standards, codes, and licenses;
- embracing innovation and technologies to minimise health and safety risks for our workers;
- ensuring our health and safety performance is continually measured and improved by establishing goals aimed at achieving Our Goal;
- providing fit-for-purpose resources and equipment;
- ensuring all health and safety events are analysed with the aim that we will learn from them;
- ensuring our culture of safety is about learning not blaming and is supported by opportunities for development and improvement;
- proactively managing ill and injured workers to safely return to work following injury or illness;
- maintaining our Health & Safety Management System consistent with recognised safety standards whilst striving for continuous improvement; and

- providing authentic safety leadership.

OUR RESPONSIBILITIES

At HQPlantations we believe:

- safety is owned by and the responsibility of all workers;
- as a company we need to ensure the health and safety of all workers by, so far as is reasonably practicable eliminating risks to their health and safety;
- management at all levels actively demonstrate through actions, accountability, and their commitment authentic leadership to the health, safety, and wellbeing of our people;
- all workers must take reasonable care such that their acts or omissions do not adversely affect the health and safety of others;
- safety is integrated into everything we do – it infuses every decision we make, and every action we take; and
- everyone is empowered to stop an unsafe act. It is this empowerment which will allow us to achieve Our Goal.