

Treasury Wine Estates Workplace Health, Safety and Wellbeing Policy

TWE is committed to achieving an incident and injury free workplace. Our journey to “Destination Zero Harm” is underpinned by care for our people and our desire for them to return home safely each day.

Supporting the “Destination Zero Harm” journey, we have three guiding principles:

- **Safe people** – every TWE employee is a leader and actively cares for their own and others health, safety and wellbeing.
- **Safe plant, equipment and environment** - all hazards are known and controlled.
- **Safe systems of work** – safe policies, procedures, supervision and training are in place to promote safe ways of working and to prevent harm.

In fulfilling our workplace health, safety and wellbeing responsibilities, we will:

Safe People

1. Educate employees, contractors and visitors on how they can work safely and contribute to our Destination Zero Harm journey at TWE.
2. Actively engage with our employees, contractors and visitors about Destination Zero Harm and how they can remain healthy and safe at work;
3. Empowering employees, contractors and visitors to take responsibility by never walking past an unsafe act or condition and by reporting all hazards, incidents and near misses; and
4. Require all employees, contractors and visitors to comply with our policies, procedures and practices.

Safe Plant, Equipment and Environment

1. Meet or exceed applicable health, safety and wellbeing legal obligations in each of our workplaces around the globe;
2. Eliminate or control any hazards through effective risk and change management processes; and
3. Provide necessary instruction, training and supervision to allow work tasks to be undertaken safely.

Safe Systems

1. We will integrate Health & Safety responsibilities into all of our business processes around the globe;
2. We will ensure that we have effective resources, systems and processes to eliminate or minimise physical, mental health and safety risks;
3. Our HS&W management system will enable us to identify and implement continuous improvement opportunities that allow us to achieve Zero Harm; and
4. We will promote early intervention and safe return to work practices from a physical or mental injury or illness.

Signed on behalf of Treasury Wine Estates by



Paul Rayner – Chairman
15 May 2019



Michael Clarke – Chief Executive Officer