



## Treasury Wine Estates

### Workplace Health, Safety and Wellbeing Policy

TWE is committed to an injury free workplace. We have commenced on a journey known as “Destination Zero Harm” that is built on the concept of mindfulness and behaviours.

Supporting “Destination Zero Harm” we have three guiding principles for workplace health, safety and wellbeing, as follows:

- Safe people – every TWE employee is a leader and must actively care for their own and others health, safety and wellbeing
- Safe plant, equipment and environment - all hazards known and controlled
- Safe systems of work - use common, appropriate tools, resources, training and systems across the business

Recognising the importance of our workplace health, safety and wellbeing responsibilities, we work towards our guiding principles by:

#### Safe People

1. Educating employees, contractors and visitors of our culture, expected behaviours and safe systems of work;
2. Engaging employees, contractors and visitors to develop mindfulness and demonstrate above the line behaviours; and
3. Empowering employees, contractors and visitors to never walk past an unsafe act or condition and to have the courage to stop and intervene to ensure a safe workplace.

#### Safe Systems

1. Working to integrate health, safety and wellbeing within our operations, where our actions and products have impact upon them including the operations of our suppliers and customers;
2. Requiring employees, contractors and visitors to comply with our policies, procedures and practices;
3. Embedding appropriate resources, systems and processes to eliminate or minimise physical, mental health and safety risks;
4. Maintaining structured health, safety and wellbeing management systems and corporate standards to provide a framework for effective hazard identification and risk management; and
5. Promoting early intervention and return to work from a physical or mental injury or illness through the implementation of responsible and equitable claims management.

#### Safe Plant, Equipment and Environment

1. Meeting or exceeding applicable health, safety and wellbeing legal obligations in each of our workplaces around the globe;
2. Eliminating or controlling any new hazards through effective change management processes; and
3. Providing necessary health, safety and wellbeing information, instruction, training and supervision to allow work to be undertaken safely.

Signed on behalf of Treasury Wine Estates by

Paul Rayner – Chairman

Michael Clarke – Chief Executive Officer

16 May 2018