

Treasury Wine Estates Workplace Health, Safety and Wellness Policy

TWE is committed to providing an incident and injury-free working environment. Our journey to Destination Zero Harm is underpinned by care for our people, including employees, contractors and visitors, and our responsibility for ensuring that they return home safe and well each day.

In fulfilling our responsibilities to provide a safe working environment, we commit to:

1. Complying with relevant health and safety legislation;
2. Ensuring our leaders demonstrate a genuine commitment to health, safety, and wellness of our people;
3. Supporting our teams to continuously improve the health, safety and wellness culture at TWE;
4. Providing education, training and supervision to enable everyone to work safely;
5. Ensuring we have robust health and safety management systems that will identify and control workplace hazards and risks, consistent with the nature of our work activities and level of risk;
6. Establishing measurable objectives and targets for health and safety;
7. Continually improving our health and safety management systems;
8. Consulting with and encouraging the participation of our workers or representatives in health, safety and wellness matters;
9. Providing injury management support.

In providing a safe working environment, we require everyone to take responsibility for our Destination Zero Harm commitments by always:

1. Demonstrating care by putting safety first;
2. Ensuring they are physically and mentally well for work;
3. Stopping and assessing hazards and asking for help when needed;
4. Taking responsibility for an unsafe situation;
5. Reporting hazards, incidents and near misses.

Signed on behalf of Treasury Wine Estates by



Paul Rayner – Chairman



Tim Ford – Chief Executive Officer

May 2021