



## KEEPING OUR MATES SAFE

As part of this programme all Whittens employees are encouraged to:

- Recognise that safety is everybody's responsibility and commit to health and safety best practices at all times.
- Communicate with management about the safety and well-being needs and concerns of themselves and their co-workers.
- Work with management to ensure that Whittens goes above and beyond industry standards to maintain a safe workplace for all.
- Hold their fellow team members responsible and accountable for making safe decisions.
- Suggest training awareness and/or development that would be of benefit to individual or group health safety and well-being.

As part of this programme Whittens commits to:

- Foster employee trust; follow ethical business practices—including professional responsibility, confidentiality, professional competency and consumer protection.
- Listen to employees needs and concerns about their safety and well-being, and actively work to resolve these concerns.
- Continually evaluate and improve health and safety management systems.
- Provide a supportive work environment where employees feel that their health and wellbeing is valued by their employer.
- Recognise and reward staff for safe work acts and safety achievements.
- Make available Employee Assistance Programs focused on helping people to improve their long term health and well-being issues.

KEEPING OUR MATES SAFE is part of our positive culture that is endemic across Whittens operations. The success of our safety initiatives and systems depends on the attitudes, knowledge and training of our employees. This is why we continue to put time and effort into training our people because they are our best and most valued resource.

To be an effective role model and leader, we must lead by example and demonstrate that safety is not just statistics and documents, but a set of characteristics and beliefs that influence how we conduct ourselves in the workplace. It is part of our work and not an addition to our work - that is the key idea.