



Approved Date:

16 Jul 2021

Supersedes:

23 Jun 2021

This policy applies to all Bega Cheese Limited (Bega) manufacturing and network logistics sites and commercial offices in Australia, and also includes our sales and field support personnel working domestically or overseas, and all other locations where Bega has management control.

At Bega we are committed to providing a healthy and safe workplace for all employees, contractors, and visitors. We believe that all incidents and injuries can be prevented and that no work is so important that it cannot be done safely.

This will be achieved through:

- Building and sustaining a safety culture of care.
- Applying our safety principles to guide our decisions and behaviours.
- Monitoring workplace conditions and the health of our employees.
- Supporting our people to have a healthy mind and body, and to be fit for work.
- Implementing and maintaining a framework that promotes the proactive identification, reporting and management of hazards to reduce safety risks to as low as reasonably practicable.
- Ensuring all near misses and incidents are reported and investigated promptly to prevent reoccurrences so the business can continually improve.
- Ensuring that all of our people impacted by a workplace injury are cared for and rehabilitated in accordance with relevant workers' compensation legislation.
- Providing an appropriate level of safety information, consultation, training and supervision to all employees, contractors, and visitors.
- Establishing within functions and roles, the accountabilities to ensure safe work practices.
- Establishing measurable objectives and targets aimed at eliminating all workplace injuries and illnesses.
- Continually reviewing advancements in technology that can assist in keeping the business at the forefront of operational safety performance.
- Complying with relevant safety legislation.
- Regularly reviewing this policy and its effectiveness.

This policy will be fully integrated into all aspects of our activities through a process of continuous improvement.

A handwritten signature in black ink, appearing to read "Paul van Heerwaarden", is positioned above the name and title.

Paul van Heerwaarden
Chief Executive Officer