

WORK HEALTH & SAFETY POLICY

Tassal is committed to providing a healthy and safe working environment. We are committed to achieving our Work Health & Safety Zero Harm objectives, and believe this outcome is possible by building a Safety Partnership. A partnership between Tassal and each and every one of our employees each and every day.

We all have a responsibility to ourselves, our colleagues, our families, customers and the community to always think and act safely.

This policy covers the commitment of Tassal to provide a safe working environment and the responsibilities of management and employees to achieve this objective.

Our primary values, thinking and actions need to be centred around "Zero Harm For Everyone, Everywhere". Collectively when we "truly" share this approach our work mates will go home safe at the end of each and every days work.

Our partnership & beliefs need to value our "can do" culture and extend this to incorporate our belief that no job is so important that it cannot be done safely, thus expanding our "can do" culture to "Can do Safely."

For us Zero Harm applies to all employees, contractors, visitors and volunteers and is defined as:

Zero Harm to us is that Tassal functions as, and is recognised as a truly purposeful Zero Harm culture company,

For Everyone, where we care for our people, visitors, contractors, volunteers, our community, our environment, our consumers and anybody else affected by our work,

Everywhere, no matter where that may be.

At the centre of this is an 'I take care of' & 'I care for' our, people, planet, product & performance approach, accepting our role as leaders in the industry and in our community.

This means we all tirelessly work toward:

- Zero serious or significant incidents
- Zero WHS legislative breaches

Our Commitment

Tassal recognises its moral and legal responsibility, as far as reasonably practicable, to provide a safe and healthy working environment for employees, contractors, customers and visitors. This commitment extends to ensuring that the organisation's operations do not place customers or the local community at risk of injury or illness.

We believe that no task is so urgent or important that it cannot be done safely.

Tassal commits to:

- Continue to ensure safety is our number one priority, you can hold us to account for this. We will track our progress and share the results
- Provide a safe workplace that includes equipment that is fit for purpose & continue to invest in infrastructure that enables us to work safely and efficiently
- Provide strong safety leadership that will demonstrate we value safety
- Provide policies, systems, process and training that will ensure you can do your job safely
- Review our behaviours and ensure we always look to improve on our safety performance
- Listen to what you have to say and act on it - when we get it right but also where we can improve
- Ensure compliance with legislative requirements and current industry standards;
- Provide information, instruction, training and supervision to employees, contractors and visitors to ensure their safety;
- Encourage active employee participation to ensure the safety of everyone in the workplace;
- Continuously seek improvement in reducing hazards in the workplace;
- Provide the necessary resources to meet WHS goals; and
- Support an integrated & functional Work, Health & Safety Management System (WHSMS)

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Management responsibilities

Every management representative is responsible and accountable for implementing this policy in their area.

We commit to:

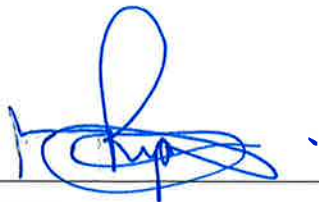
- Provide standards, maintenance and systems to ensure the workplace plant and equipment is safe;
- Ensure we develop, promote, implement and monitor WHS policies and procedures;
- Provide training and supervision of employees in the safe performance of all assigned tasks;
- Provide the resources to meet Tassal's health and safety commitment;
- Encourage the development of a leading safety culture by setting a good example and
- Listen to your feedback

Employee responsibility

As an employee I play a significant role in ensuring a safe and healthy working environment and as a partner to Tassal in our Safety journey,

I commit to;

- Ensure my safety and that of my workmates is my number one priority. I will be proud that I am in a safety partnership with Tassal and take pride in my contribution and our results
- Maintain the workplace in a safe & neat manner and report any issues.
- Ensure that equipment is safe and fit for use and our activities are also focused on safety
- Embrace safety leadership guidelines and ultimately demonstrate that I value safety
- Follow policies, systems, processes, and undertake training to ensure I can do my job safely
- Ensure my attitude and behaviour towards safety is continually improving. I will take 5 and ensure my workmates do too
- Speak up, understand that safety is everyone's responsibility. I will also proactively seek to improve safety
- Work safely and follow all WHS policies and procedures at all times;
- Report hazards and safety issues to my team leader or manager;
- Encourage others to act safely and lead by example;
- Actively work with management to improve safety and employees wellbeing; and
- Acknowledge and accept that I have a major role to play in my own safety and in that of my work colleagues.



Mark Ryan
CEO/Managing Director



Ian Miles
Head of Safety