

# Health Safety and Wellbeing Policy

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## 1. Purpose

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To set out Cromwell's commitment to meeting its duty of care to people undertaking activities associated with Cromwell.

## 2. Our Health Safety and Wellbeing Values

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We are accountable for the safety of our Workers and look out for each other.

We are progressive and embrace improvements in our safety behaviours.

We are collaborative and encourage our teams to have a risk-based approach to safety.

## 3. Policy Statement

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Cromwell is committed to:

- Deliver an environment to keep our Workers safe.
- Developing and maintaining a positive safety culture.
- Setting clear, achievable and measurable safety responsibilities, objectives and targets.
- Identifying workplace hazards, risks and eliminating or minimising them so far as is reasonably practicable.
- Providing safety leadership and the resources and processes necessary to achieve a safe and healthy workplace for Workers.
- Measuring and reporting on safety performance to review and continue to inform strategy.
- Continuously improving all aspects of our safety management system, having regard to relevant laws, industry standards and best practice.
- Providing a suitable injury management and return to work program.

## 4. Review and changes to Policy

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The Policy was last updated and reviewed by the Board on 6<sup>th</sup> December 2023.

## 5. Definitions

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**Worker** - A person is a worker if the person carries out work in any capacity, including work as an employee; a volunteer; a contractor or subcontractor; an employee of a contractor or subcontractor; an employee of a labour hire company who has been assigned to work in the person's business or undertaking; an outworker; an apprentice or trainee; or a student gaining work experience.

[CEO SIGN]



[DATE] 8th February 2024