



WORKPLACE HEALTH and SAFETY POLICY

Bundaberg Sugar Ltd (BSL) is committed to ensuring a safe and healthy workplace for its workers by eliminating or minimising the risk of injury or illness, and risks of damage to plant and equipment through inclusive involvement of all workplace participants. Safety is integral to everything we do.

It is our Policy, so as far as reasonably practicable, to provide every person associated with our workplaces and business undertakings with:-

- a work environment without foreseeable risks to health and safety;
- safe plant and structures;
- safe systems of work;
- safe use, handling, storage and transport of plant, structures and substances;
- adequate facilities for the welfare of workers;
- information, training, instruction or supervision that is necessary to protect persons from foreseeable risks to health and safety arising from their work; and
- ongoing assurance monitoring of the WHS of workers and environmental conditions at the workplace.

Directors and Senior Managers will proactively exercise due diligence through taking reasonable action:-

- to acquire and keep up-to-date knowledge of work health and safety matters;
- to gain an understanding of the nature of the operations of BSL and generally of the hazards and risks associated with those operations;
- to ensure that BSL has available for use, and uses, appropriate resources and processes to eliminate or minimise risks to health and safety from work carried out as part of the conduct of BSL;
- to ensure that BSL has appropriate processes for receiving and considering information regarding incidents, hazards and risks and responding in a timely way to that information;
- to ensure that BSL has, and implements, processes for complying with any duty of care under the QLD WHS Act and QLD WHS Regulation;
- to verify the provision and use of the above resources and processes.

BSL is also committed to continuously improving health and safety performance by:

- Communicating this health and safety policy and procedures to all employees, visitors and others involved in its business undertakings;
- Ensuring our health and safety management system is integrated consistently across all relevant aspects of the business;
- Creating a just and fair culture that encourages the reporting of hazards and occurrences to enable organisational learning;
- Adequately Investigating all incidents (including near misses);
- Engaging proactive involvement of all employees, suppliers, subcontractors and others involved in our business undertakings to our WHS policy and procedures through effective communication, consultation and encouragement of innovation;
- Establishing measurable targets and ensuring continual improvement aimed at preventing work-related injury, illness, or equipment damage;
- Meeting, or exceeding relevant WHS legislation, codes, or standards applicable to the organisation or to which the organisation subscribes.

Managers and Supervisors

Management, including Supervisors, is held accountable to ensure that BSL WHS objectives are achieved by providing a workplace that is conducive to the health and safety of each person at the workplace. Management is responsible for ensuring that every reasonable and practicable effort is made to prevent work-related injury, illness or equipment damage through control of hazards and leading by example.

Employees and other workplace participants

Bundaberg Sugar and WHS legislation requires that all workplace participants are actively involved in workplace health and safety. Commitment to health and safety can only be demonstrated through meaningful participation, cooperation and support of the Company's health and safety objective as defined in this Policy. Workplace participants are also required to take reasonable care, comply with the safety policy and procedures of BSL and follow all instructions given for the safety of themselves and others at work.

This Workplace Health and Safety Policy shall be displayed at all sites.

Guy Basile
Chief Executive Officer

Date: 05 /10/ 2016