

Health, Safety & Wellbeing Policy



OUR GOAL

Every day, everyone returns home safe.

OUR COMMITMENTS

HQPlantations is committed to:

- providing a safe and healthy workplace;
- developing and maintaining a proactive and integrated culture of safety;
- empowering our workers (employees and contractors) to proactively participate in the identification of hazards and assessing, eliminating, or controlling their risk so far as reasonably practicable;
- consulting and co-operating with our workers, customers, and suppliers to ensure safe and healthy workplaces;
- supporting the physical and mental health and wellbeing of all workers;
- complying with relevant health and safety legislation, industry standards, codes, and licenses;
- embracing innovation and technologies to minimise health and safety risks for our workers;
- ensuring our health and safety performance is continually measured and improved by establishing goals aimed at achieving Our Goal;
- providing fit-for-purpose training, resources and equipment;
- ensuring all health and safety events are analysed with the aim that we will learn from them;
- ensuring our culture of safety is about learning not blaming and is supported by opportunities for development and improvement;
- proactively managing ill and injured workers to safely return to work following injury or illness;

- maintaining our Health & Safety Management System consistent with recognised safety standards whilst striving for continuous improvement; and
- providing authentic safety leadership.

OUR RESPONSIBILITIES

At HQPlantations we believe in supporting a culture of open and continuous growth where:

- safety is owned by and the responsibility of all workers;
- our adherence to the values of commitment, drive, integrity, respect, and adaptability are reflected through the behaviours and attitudes we apply towards health and safety;
- as a company we need to ensure the health and safety of all workers by, so far as is reasonably practicable eliminating risks to their health and safety;
- management at all levels actively demonstrate through actions, accountability, and their commitment authentic leadership to the health, safety, and wellbeing of our people;
- all workers must take reasonable care such that their acts or omissions do not adversely affect the health and safety of others and where they do we must take accountability and learn from our mistakes;
- safety is integrated into everything we do – it infuses every decision we make, and every action we take; and
- everyone is empowered to stop an unsafe act. It is this empowerment which will allow us to achieve Our Goal.