



Workplace Health and Safety Policy

Aveo is committed to providing a workplace that supports zero harm to the health and safety of all workers, residents, visitors, contractors and members of the public. No operating condition or urgency of service ever justifies endangering the health, safety or life of a person.

Aveo's safety ethos is *Think Safe, Work Safe, Be Safe*. This Policy gives force to that philosophy; articulating the commitment of the Board and Management to ensuring the health, safety and welfare of workers, residents and others across all Aveo workplaces.

Aveo is committed to providing the resources necessary to:

- ensure the health, safety and welfare of workers and others in Aveo workplaces;
- comply with all relevant Workplace Health and Safety (WHS) laws;
- identify and eliminate or minimise, so far as reasonably practicable, workplace hazards and WHS risks;
- achieve the intended outcomes of Aveo's WHS Management System, including any measurable targets or continuous improvement initiatives; and
- provide information, instruction, training, and supervision to support safe work practices.

WHS Management System

Aveo's WHS Management System adopts a systematic approach to improving health and safety performance across the Group. This includes a focus on consultation and continuous improvement.

Aveo's WHS programme is monitored and periodically reviewed to take account of changing conditions and circumstances at the workplace, and staff are expected to maintain appropriate records in relation to WHS activities, compliance obligations and risk management.

Aveo operates in accordance with an annual WHS Strategic Plan, and tasks all officers, managers, workers and contractors to be accountable for their decisions and actions.

Duties of management and workers

Managers at all levels are responsible, within the

scope of their authority, for ensuring that:

- the objectives of this Policy are included in daily work systems and practices;
- the tasks required to successfully implement Aveo's WHS system are undertaken;
- adequate training, information, instruction, communication, consultation and supervision are provided so that work is conducted safely;
- contractors and visitors are made aware of safety procedures and requirements;
- immediate and appropriate steps are taken to investigate and rectify any risk to health and safety arising from work activity to reduce the potential for harm and/or reoccurrence; and
- all incidents are properly recorded, reported and where necessary an investigation is carried out to determine causal factors and lessons learned disseminated.

Workers are responsible for:

- taking reasonable care for their own health and safety, and ensuring that through their acts or omissions they do not adversely affect the health and safety of other persons;
- undertaking appropriate WHS training;
- immediately mitigating hazards or escalating WHS hazards and safety concerns to their manager;
- undertaking only tasks for which they are competent to complete, have authorisation and for which all mandatory and reasonable safety arrangements are in place;
- using personal protective equipment in accordance with information, training and reasonable instruction provided by Aveo; and
- taking care of their mental health and wellbeing, including the utilisation of our Mental Health First Aid Officer network, Employee Assistance Provider and other internal support networks as relevant.

Tony Randello

Chief Executive Officer, Aveo Group Limited

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