



Workplace Health & Safety Policy

In this policy, "**Walker**" means Walker Corporation Pty Limited (ACN 001 176 263) as trustee for the L A Walker Family Trust (ABN 92 134 623 291), Walker Group Holdings Pty Limited (ACN 001 215 069) and all their respective Australian domiciled controlled and related entities.

We have a legal and moral responsibility to provide healthy and safe workplaces. Our managers will lead the establishment of a workplace culture committed to Occupational Health and Safety (OHS).

We are committed to eliminating the possibility or risk of harm arising for our employees:

- in any workplace under our management and control
- from the conduct of our business
- in the environment in which our employees work
- from the systems of work used by our employees
- for the arrangements we have for use, handling, storage and transport of plant or substances.
- from the facilities we provide for the welfare of our employees

If there is something reasonably practicable that we can do to reduce or eliminate OHS risk, we will do it.

We will provide adequate information, instructions, training and supervision to our employees to enable them to perform their work safely. In relation to COVID-19 specific matters, please refer to the Walker COVID-19 policy.

This policy applies to all our employees and all the persons while they are in a workplace under our management and control.

As far as is reasonably practicable, we will consult with employees who are or are likely to be directly affected when we:

- identify or assess OHS hazards or risks at a workplace under our management and control or arising from the conduct of our business;
- determine measures to be taken to control OHS risks at a workplace under our management and control arising from conduct of our business;
- determine the adequacy of facilities for the welfare of our employees;
- propose changes that may affect the health or safety of our employees to a workplace under our management and control.

We will consult by sharing information about these matters and giving employees a reasonable opportunity to express views on them. We take into account those views.

Responsibility of Employees

Employees are responsible for ensuring that their own environment is conducive to good occupational health and safety by:

- complying with OHS policies and instructions;
- taking care of their own health and safety and the health and safety of others who may be effected by their actions;
- taking action to avoid, eliminate or minimise hazards;
- reporting all known or observed hazards to their manager;
- reporting immediately a work-related injury to or near-miss incident to their manager;
- actively participate in the management of OHS risks;
- not willfully placing at risk the health, safety or wellbeing of the others at the workplace; and
- being familiar with the emergency and evacuation procedures and cooperating with directions for emergency or evacuation wardens.