

HALL'S HEALTH AND SAFETY POLICY

Across our various business units, Hall's Group provides a comprehensive range of logistic solutions that we can tailor to each customer's needs using our extensive national network of teams, depots, and stores.

Hall's Group recognises that providing a safe and healthy workplace is one in which our people and third parties are accountable and empowered to work together to protect and promote the Health and Safety and wellbeing of all workers.

Our goal is that everybody goes home safe and sound at the end of each working day.

We demonstrate that safety and wellness matter at Hall's Group by:

- Ensuring our safety systems are central to our business by investigating causes of incidents, reducing hazards and risks, monitoring them to regularly take account of changing conditions and circumstances in the workplace.
- Actively seek participation from our people and third parties and empower them in the development of HS systems and processes.
- Providing employees and contractors with appropriate training, supervision, and information to undertake their duties safely.
- Being clear on the health and safety rules, standards, and procedures in the Company's Health and Safety Framework and Manual, and that everyone is aware of the accountability for any failure to comply.
- Communicating and cooperating with other businesses, people and PCBU's to identify, manage and control risks.
- Providing safety leadership that is real, honest, and effective.

Responsibilities and Commitment of Directors and Management to:

- Consult with employees on health and safety matters that affect them.
- Set measurable objectives and targets for health and safety for continued improvement.
- Ensure all plant, substances and work systems used are suitable for their intended purposes and meet safety requirements.
- Provide adequate training, information, instruction and supervision.
- Ensure employees, contractors, and visitors are made aware of their responsibilities and safety procedures.
- Respond promptly to any health or safety issues brought to their attention.
- Implement best practice safety governance, comply with all statutory requirements and industry standards, and commit to having the appropriate training and accountability for all staff.
- Provide rehabilitation and wellness programs, to support the safe and early return to work of all injured employees and foster an environment that values employee wellness.

Responsibilities of employees, contractors, and visitors will:

- Carry out work in a way that does not adversely affect their health and safety and that of others.
- Learn and understand health and safety rules and follow them to ensure they completely understand instructions before starting work, to avoid taking short cuts and always use safe work procedures.
- Correctly use any training, personal protective equipment and safety devices provided.
- Stop and get instructions from a team leader before continuing if in doubt about the safety of a task.
- Make sure that personal responsibilities in emergency situations are understood.
- Report all accidents, unsafe conditions, and hazards, to a team leader or health and safety representative.

This policy will be reviewed annually.



Tonille Crombie
 Chief Executive Officer
 17 January 2022

Updates to this policy document				
Version	Action	Author	Approver	Date
HSE P001	Updates Sep 2019 version	HR Manager	Chief Executive Officer	17 January 2022
HSE P002	Updates Aug 2023	Senior HS Advisor	National People, Safety & Compliance Manager	8 August 2023
<i>Next review due: June 2024</i>				