

PURPOSE - at San Miguel Yamamura Australia (SMYA), people are our most valuable asset, therefore we are committed to ensuring all reasonably practicable measures are taken to provide places of work that do not risk the health, safety and wellbeing of any person, as well as comply with all applicable legislative requirements.

WHO - this policy applies to all personnel of the SMYA group (i.e. employees, agency workers, contractors and their staff) plus visitors, customers and other persons affected by our workplace activities.

OUR GOAL - to be a safe and sustainable organisation whereby our environment, culture and systems protect the health, safety and wellbeing of all personnel at SMYA. This goal is underpinned by a commitment to:

- Build strong WHS capabilities and achieve a high level of safety awareness and consultation throughout the group;
- Manage WHS risks through hazard identification, assessment, implementing controls and monitoring;
- Allocate appropriate resources to assist proactive and effective management and improvement of WHS;
- Continually evaluate, measure and enhance our WHS management system and performance.

WHS FRAMEWORK - to support our goal and commitments outlined above, SMYA's WHS management framework has a strong focus on continual improvement and achieving best practice. Key objectives of this framework include:

- Established WHS responsibilities for all personnel across the group;
- Effective WHS consultation that involves SMYA staff, contractors and other stakeholders;
- Systems to identify WHS hazards, report and investigate incidents and ensure all reasonably practicable measures are taken to effectively eliminate, or at the very least, minimise foreseeable WHS risks;
- Plant, equipment, substances, premises and facilities that are without WHS risk;
- Safe systems of work and documented safe work policies and procedures;
- Adequate supervision, information, instruction and training to enable safe work practices;
- Wellbeing initiatives within the workplace that encourage a physically and mentally healthy lifestyle;
- Injury management and effective return to work practices in collaboration with all relevant parties;
- Reporting and evaluation of WHS related matters, trends and initiatives.

PARTICIPATION - SMYA fosters a visible WHS leadership culture and expects participation, co-operation and commitment from everyone in the workplace. Therefore, all personnel at SMYA are expected to:

- Actively participate in WHS and encourage safe and healthy behaviours;
- Take all reasonable steps to work in a safe and healthy manner and integrate WHS into everyday tasks;
- Only undertake tasks in which an individual has been trained and deemed competent to perform;
- Co-operate with WHS policies and procedures, including use of supplied Personal Protective Equipment;
- Report all incidents and hazards identified and contribute to continually improve WHS.

SMYA requires all personnel to actively embrace 'Think Safe, Work Safe, Home Safe' as a critical way in which we operate.



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