

Health, Safety and Wellness (Wellbeing) Policy

Version 9 Released 17/07/2021

Purpose: Australian Sustainable Hardwoods Pty Ltd (ASH) is one of Australia's largest Hardwood sawmiller and largest manufacturer of solid timber products. Its operations are based in Heyfield, Victoria and run across two shifts and two sites. ASH's Wellbeing policy goal is for all Directors, employees, contractors, and visitors to be safe at work and to encourage these behaviours to spread into their activities outside of the workplace. Through the activities of the Health and Wellness programs, the goal is to have a working environment that improves the health and wellness of all directors, ASH employees and contractors.

Scope: All directors, employees, contractors, and visitors.

Legislation: ASH commits to meeting all relevant legal and other requirements (detailed in the ASH - Obligations Register) as part of having a business environment that is safe for all people covered by the scope of this policy and improves the health and wellness of ASH employees and Contractors.

Key Principles:

Features

To be safe and healthy at work we:

- Commit to achieving and maintaining our certification to ISO 45001.
- Understand and commit to the safety of all directors, employees, contractors and visitors whilst working or visiting ASH sites.
- Understand and are committed to the health, safety and wellness of our directors, ASH employees and contractors.
- Commit to meeting our legal and other requirements.
- Consult with our employees and develop actions so we can achieve a healthier and safer workplace.
- Have easy-to-understand documents and reporting.
- Have health, safety and wellness targets and measure and review our performance against these targets.

Hazard management, occupational health and safety risks and wellness.

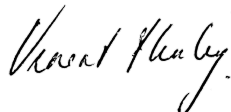
We are committed to eliminating hazards and reducing the occupational health and safety risk. We are committed to improving the wellness of our employees and contractors. Our programs and targets will be based on achieving the commitments as laid out in the Key principles.

Consultation

We are also committed to involving and listening to each other to get the best outcome.

Our employees will be consulted on Health, Safety and Wellness in their areas. Our Health and Safety Committee assists in helping lead Health, Safety and Wellness improvements, and be part of the discussion at department toolbox meetings.

Authorisation
Signature:



Vince Hurley
Managing Director



Australian Sustainable Hardwoods Pty Ltd
Weir Road PO Box 268 Heyfield Victoria 3858 Australia
Telephone: +61 3 5139 7000 Fax: +61 3 5139 7003 www.vicash.com.au ABN 72 151 841 431





Version:

Version	Released	Description
1	01/06/2012	Policy implemented
2	13/09/2013	Commitment to legal & other requirements added
3	06/06/2014	Annual Review and update
4	15/05/2015	Annual Review and update
5	18/04/2016	Annual Review and update
6	07/04/2017	Annual Review and update
7	1/08/2108	Annual Review and update applicable regulations
8	15/06/2019	Annual Review and update
9	17/07/2021	Annual Review and update



Australian Sustainable Hardwoods Pty Ltd
 Weir Road PO Box 268 Heyfield Victoria 3858 Australia
 Telephone: +61 3 5139 7000 Fax: +61 3 5139 7003 www.vicash.com.au ABN 72 151 841 431

