

# Health, Safety and Wellness (Wellbeing) Policy

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**Purpose:** Australian Sustainable Hardwoods Pty Ltd (ASH) is one of Australia's largest hardwood sawmillers 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 employees, contractors, and visitors (collectively workplace participants) 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 workplace participants.

**Scope:** All workplace participants.

**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 all workplace participants.

## Key Principles:

### Features

To be safe and healthy at work we:

- Commit to achieving and maintaining our certifications to ISO 45001.
- Understand and commit to the safety of all workplace participants whilst working or visiting ASH sites.
- Understand and are committed to the health, safety and wellness of all workplace participants.
- 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.
- Embrace, live and promote the ASH Purpose and Values in all of our dealings, organisational activities and duties.

### Hazard management, occupational health and safety risks and wellness.

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

### Consultation

We are 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**



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