



Health, Safety and Wellness (Wellbeing) Policy

Purpose: The goal of Australian Sustainable Hardwood's (ASH) Wellbeing policy is for all employees, contractors, sub-contractors and visitors (workplace participants) to be safe at work, to encourage these behaviours to spread into their activities outside of the workplace and through the activities of our Health and Wellness programs, provide the opportunity for all workplace participants to improve their health and wellness.

Application: All Workplace Participants

Legislation: Workplace Injury Rehabilitation and Compensation Act 2013 (VIC)
Occupational Health and Safety Act 2004 (VIC)
Associated Regulations and WorkSafe Victoria Guidelines (VIC)
Other Legislation as described in the Obligations Register.

Key

Principles:

To be safe and healthy at work we are committed to:

- Understanding the health, safety and wellness of all workplace participants
- Achieving and maintaining our certification to ISO 45001
- Consulting with our employees and developing actions to achieve a healthier and safer workplace
- Having easy-to-understand documents and reporting
- Having, measuring and reviewing our performance against health, safety and wellness targets
- Embrace, live and promote the ASH Purpose and Values in all dealings, organisational activities and duties
- Strive for continual improvement of the OH&S Management System
- Eliminating hazards and reducing health and safety risk
- Improving the wellness of all workplace participants.
- Designing our programs and targets based on the above Key Principles

Consultation

We are committed to involving and listening to each other to get the best outcomes, providing open communication pathways for all workplace participants and consulting with our employees on Health, Safety and Wellness issues. Our Health and Safety Committee (HSC) assists in leading Health, Safety and Wellness improvements, and being part of the discussion at department toolbox meetings.

Authorisation:

Signature:

A handwritten signature in blue ink, appearing to read 'Dave Gover', with a long horizontal line extending to the right.

Dave Gover
General Manager



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





Document History:

Version	Date	Changes
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	1/08/2018	Annual Review and update applicable regulations
8	15/06/2019	Annual Review and update
9	17/07/2021	Annual Review and update
10	15/07/2022	Annual Review addition of ASH Values
11	06/12/2024	Annual Review and Update
12	4/08/2026	Update to latest template, minor changes for clarity



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