

FINLAYS MISSION

To connect humanity through natural beverages. Combining tradition and innovation to create a healthier, happier and better world by bringing the best from bush to cup.



FINLAYS HEALTH, SAFETY AND WELLBEING POLICY STATEMENT

OUR CULTURE



ZERO HARM

Our target is zero fatalities, zero disabling injuries, zero long term physical or mental ill-health and zero lost time injuries.

REACTIVE

We will investigate all accidents, incidents, near misses and work-related ill-health to identify the root causes, and implement practical controls to prevent recurrence.

PRO-ACTIVE

We will continuously improve our 'Always Safe' culture whereby hazards are identified and actioned before they can become incidents, and nobody walks past an unsafe act or condition without taking action.

OUR PEOPLE

WELLBEING

MENTAL HEALTH

We will strive to manage our mental choices and reactions to challenges, pressures, distractions and adversity.

PHYSICAL HEALTH

We will strive to look after our health, fitness, diet, sleep and energy levels.

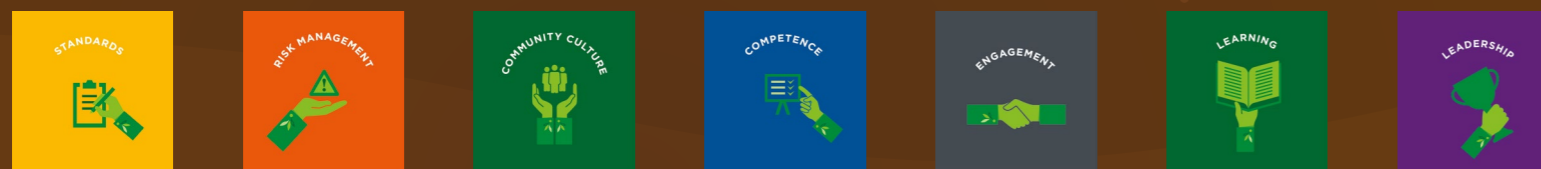
EMOTIONAL HEALTH

We will always seek to feel positive and to confidently face the challenges life throws at us.

BEING PURPOSEFUL

We will identify what really matters to us and will connect to it as much as possible in all that we do.

OUR ROOTS TO SUCCESS



OUR VALUES



Finlays is committed to ensuring its facilities, operations, work environments and services are safe and healthy for its workforce and anyone else who may be affected by its undertakings, and to achieving its aspiration of **Zero Harm**.

We see this as not only a legal and moral responsibility, but as key to ensuring business efficiency, and fundamental to building and maintaining the culture of excellence that reflects the Finlays brand.

We will achieve this through:

Visible Safety Leadership that leads by example, ensures suitable H&S resources are available, sets clear expectations, consistently applies the 'Just Culture' model, and recognises and reinforces positive behaviours, with leaders that hold each other accountable.

Being a learning organisation that is committed to and demonstrates continual improvement, uses root cause analysis to identify long term solutions to adverse incidents, and shares relevant learning information across the group.

Engaging and empowering our workers and their representatives to proactively participate in helping create and sustain a safe and healthy working environment for all, and to take responsibility by challenging unsafe acts and conditions.

Building capability and competence by developing our people, partnering with our contractors, managing change effectively, and involving our people in developing innovative and safe ways of working.

Creating a community culture where everyone lives the 'Always Safe' approach, behaving safely, everywhere, every day, in everything they do, at work and at home, and where everyone looks out for each other.

Managing Risk based on our business strategy, priority, proportionality and auditability, ensuring safety always comes first, and the control hierarchy pictured below is always applied.

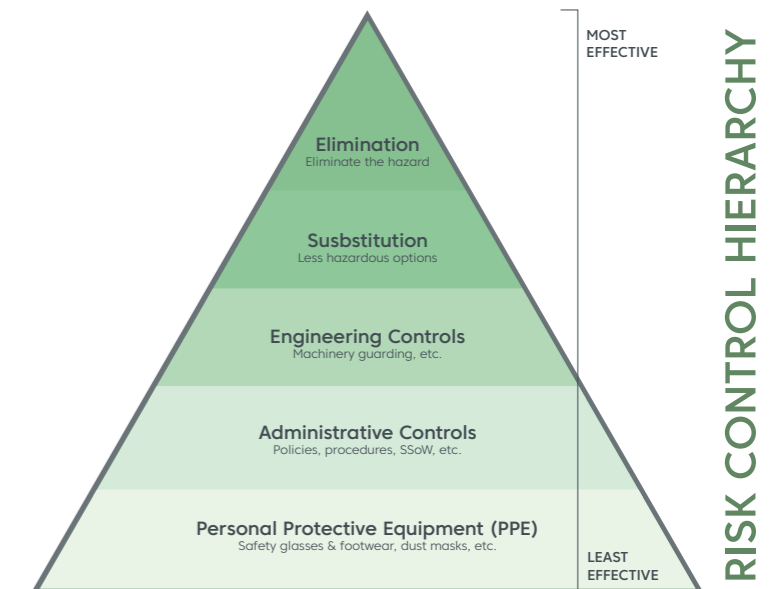
Developing and embedding standards that comply with legal requirements as a minimum, manage critical risks, and promote and progress health, safety and wellbeing within the 1 Finlays framework.

Our group health, safety and wellbeing strategy and road map detail our long-term approach to achieving zero harm, with individual business objectives identified in annual management reviews, whilst every Finlays worker is expected to actively participate in continually developing our 'Always Safe' culture so we can achieve our aspiration of Zero Harm.



Guy Chambers,
Group Managing Director

Dated: November 2019
Review Date: August 2022



ALWAYS SAFE
EVERYBODY, EVERYWHERE, EVERY DAY, IN EVERYTHING WE DO, AT WORK AND AT HOME

