

# Safety and Health Policy

Woolworths Limited and its Progressive Enterprises Limited Management are committed to taking appropriate measures to protect the safety, health and welfare of its employees, customers, contractors, visitors and the community. Each individual plays an effective role in meeting this commitment.

In pursuing this commitment we will:

1. Set measurable objectives and targets to continuously improve our safety and health performance, accurate and timely reporting & recording of workplace incidents & injuries with the aim of eliminating work-related injuries and illness.
2. Make safety and health a core value in our business.
3. Implement and communicate the Safety & Health Policy and related information.
4. Effectively consult & encourage active participation with employees and/or employee representatives regarding relevant safety and health matters.
5. Assist individuals to understand their responsibilities for implementing and maintaining effective safety and health policies and systems.
6. Comply with the relevant safety and health legislation which includes the Health & Safety in Employment Act 1992 and subsequent amendments; Regulations; Standards & Codes of Practice.
7. Inform individuals of their obligations to comply with safety and health policies, systems and legislation.
8. Implement effective systems for identifying, assessing and reporting hazards and eliminating or controlling risks as far as is possible.
9. Facilitate training for individuals so they can do their job effectively and safely.
10. Provide supervision as necessary, to give assurance to the integrity of the systems of work and task completion.
11. Communicate our safety and health policies and relevant systems with our suppliers and contractors of goods and services.
12. Enable individuals to access, safety and health expertise as is necessary.

This signed statement of Policy confirms our commitment.



**Dave Chambers**  
Managing Director  
Progressive Enterprises Limited

PEL Safety and Health Policy/Version 3/July 2011  
Next review date September 2012

# Rehabilitation Policy

Woolworths Limited and its Progressive Enterprises Limited Management are committed to assisting employees who have sustained injuries or illness to return to full and gainful employment. We are dedicated to providing an effective rehabilitation program, which is continually reviewed and updated in accordance with legislation and regulatory requirements.

In pursuing this commitment we will:

1. Prevent injury and illness through a safe and healthy working environment.
2. Recognise and compliment other organisational policies and procedures where relevant.
3. Commence the illness and injury management process as soon as possible after the occurrence of an injury or illness in a manner consistent with medical advice.
4. Provide early reporting systems and early intervention procedures at the workplace that will enable employees to stay at work or return to work as soon as it is safely possible after the injury.
5. Make every effort to assist in the safe and early integration of injured or ill employees back into the workplace following the occurrence of an injury or illness by provision of safe and appropriate work.
6. Return to work plans will be reviewed regularly.
7. Expect employees to participate and co-operate in an agreed rehabilitation programme.
8. Recognise that the injured or ill employee may require support, advice or representation from an employee representative.
9. Facilitate our illness and injury management program so it operates effectively by consulting with employees or their representative
10. Maintain confidentiality of employee's information during return to work and rehabilitation
11. Manage all claims in an equitable, timely and efficient manner.
12. Provide appropriately qualified expertise for injury management activities.

This signed statement of Policy confirms our commitment.



**Dave Chambers**  
Managing Director  
Progressive Enterprises Limited

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Destination  
**ZERO**

countdown

