

Make a *Difference*



Work Health & Safety Policy

June 2004

30 MAY 2021



INTRODUCTION

Through innovation, initiative and operating excellence, Ricegrowers Limited, together with its associated entities and complementary businesses (collectively, the "SunRice Group", "we", "our" or "us"), develops great tasting and nutritious foods that excite and satisfy consumers all over the world.

This policy is endorsed by the SunRice Board, and our Senior Management have oversight of the implementation of the Work Health & Safety Management requirements.

The SunRice Group and its subsidiaries operate food and animal feed manufacture, storage and distribution through extensive global supply chains. We are committed to maintaining the health and safety of our employees, contractors and visitors and to meeting requirements under the relevant legislative, regulatory and other obligations in applicable jurisdictions.

PURPOSE

This document sets out the SunRice Group policy on Work Health and Safety management requirements.

Safety is a primary consideration in everything we do. We are committed to the health and safety of our workers and all that is affected by the business we conduct. We set high standards for our leaders and employees on the effective management of our work health and safety requirements. This includes taking responsibility and having appropriate consideration of potential health and safety impacts associated with our sites, facilities and activities. We will achieve these high standards, by embedding work health and safety management into all business decisions and processes with the desired outcome of zero work-related fatalities, injuries or ill health.

SCOPE

This policy is applicable to all SunRice Group workers.

DEFINITIONS (IF APPLICABLE)

In accordance with Work Health and Safety (WHS) legislation, '**workers**' includes employees, contractors, and visitors.

WORK HEALTH AND SAFETY POLICY

The SunRice Group values the provision of safe and healthy work conditions and is committed to the prevention of work-related incident, injury and ill health.

The SunRice Group Work Health & Safety vision for effective management of core work health and safety objectives includes the following:

- Ensure that our workforce understands and complies with our health and safety responsibilities, requirements and obligations;



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- Enable leaders and employees to understand their responsibilities in relation to workplace health and safety obligations;
- Deliver effective leadership based on a proactive and solution-based approach.
- Provide supervision, information, training and instruction so that all work may be carried out in a safe and productive manner;
- Develop and embed a Safety Management System (SMS) that is effective and efficient for the Business, that supports the Policy and ensures compliance to our legislative, regulatory and other obligations;
- Eliminate hazards to reduce the likelihood and consequence of safety related incidents or near misses;
- Identify, assess and control risks that have the potential to harm a person, the environment or damage property;
- Ensure effective integration of safety across all our operational responsibilities and supporting business functions and processes;
- Establish, maintain and improve systems and processes to minimise labor and social risks that may be present in our supply chain;
- Develop a Safety Strategy, Plan and Key Performance Indicators (both lead and lag) aimed at prevention of safety related incidents and continual improvement of our health and safety performance;
- Apply a governance structure that supports effective decision making on work activities;
- Appoint competent people for the provision of health and safety advice and deployment of the SMS and provide sufficient resources and facilities necessary to improve health and safety knowledge and skills;
- Systematic review and monitoring the effectiveness of safety measures according to our legislative, regulatory and other obligations to continually improve our SMS;
- Maintain effective communication to encourage consultation and participation, involving internal and external stakeholders and interested parties;
- Create a culture of health and safety ownership and supportive workplaces that encourage safe work practices and ensure early reporting. This includes supporting timely investigation of incidents, implementation of corrective actions and effective management of injuries or ill health;
- Work collaboratively with partners and suppliers to embrace safe and healthy work practices;
- Ensure adequate resource and expertise are provided to meet the commitments of this policy.

All employees have a responsibility to maintain a safe and healthy workplace which encourages safe work practices. The aims of this policy will only be achieved through leadership, responsible management, commitment and ownership of work health and safety by all SunRice workers.

_____ Date 28/10/21

Rob Gordon
Group Chief Executive Officer

_____ Date 28/10/21

Laurie Arthur
Chairman of the Board



DOCUMENT CONTROL

This Policy is designated a key policy of SunRice and is subject to the periodic review and approval of the SunRice Board.

Version	Date	Approved by	Sign-off date
Version 7.0	17 September 2021	SunRice Board	28 October 2021