

Timberlands Limited

Occupational Health & Safety Policy

Vision

Timberlands' vision embraces a commitment to become the safest production forest in the world.

Being incident and injury free is the underpinning foundation of our core beliefs and values. This is especially the case when it comes to protecting the occupational health and safety of our workers, visitors and the community in which we operate.

We will achieve this by:

- Improving our safety leadership
- Focusing on personal decision making
- Providing excellence in safety management and systems

Scope

This policy guides and informs all PCBUs in the Timberlands supply chain who share a duty to keep our people safe including:

- Persons performing services, whether for Timberlands or otherwise (workers); and
- Visitors (including recreational permit holders),

Separate Timberlands Occupational Health and Safety (OHS) standards, guidelines, procedures and processes give effect to this Policy.

Principles

The key principles that guide **Timberlands' commitment to its vision are:**

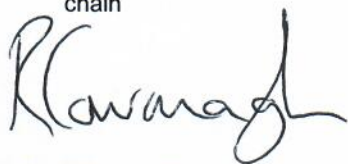
- Taking all reasonably practicable steps to ensure the safety of every person working on, or associated with Timberlands' business or community activities
- Managing all workplace risks and hazards through rigorous processes to eliminate or minimise risk and keep people safe
- Ensuring that emergency management processes are in place and maintained in a state of readiness
- Providing resources for OHS education and training for all workers, managers, and contractors
- Engaging maximum participation of workers and their representatives on all OHS management and improvement matters
- Accurately recording, notifying, reporting, and investigating all OHS incidents, and ensuring feedback and analyses for continual improvement of OHS practices and outcomes
- Rehabilitating injured workers and returning them to work in the safest way possible
- Monitoring occupational health and wellbeing associated with all Timberlands business activities and practices
- Achieving compliance with all workplace OHS legislation, regulations, approved codes of practice, guidelines, and safe operating procedures to ensure industry best practice

The key principles that guide **Worker commitment to our vision are:**

- Taking all reasonably practicable steps to ensure their own safety at work, including the use of suitable personal protective equipment and following all safe operating guidelines and procedures
- Making the right safety choice to keep themselves and others safe
- Speaking up and intervening if they see someone acting in an unsafe way
- Accurately reporting and recording all incidents
- Undertaking Health and Safety training and other specific safety training relating to their roles and tasks performed, including the use of suitable personal protective equipment

Timberlands will

- Co-operate, co-ordinate and collaborate with all PCBUs who share a duty of care regarding elimination of harm to workers
- Ensure that measures to mitigate risk of harm to workers are evident in all PCBUs involved in the Timberlands' supply chain



Ryan Cavanagh
CEO
Timberlands Limited